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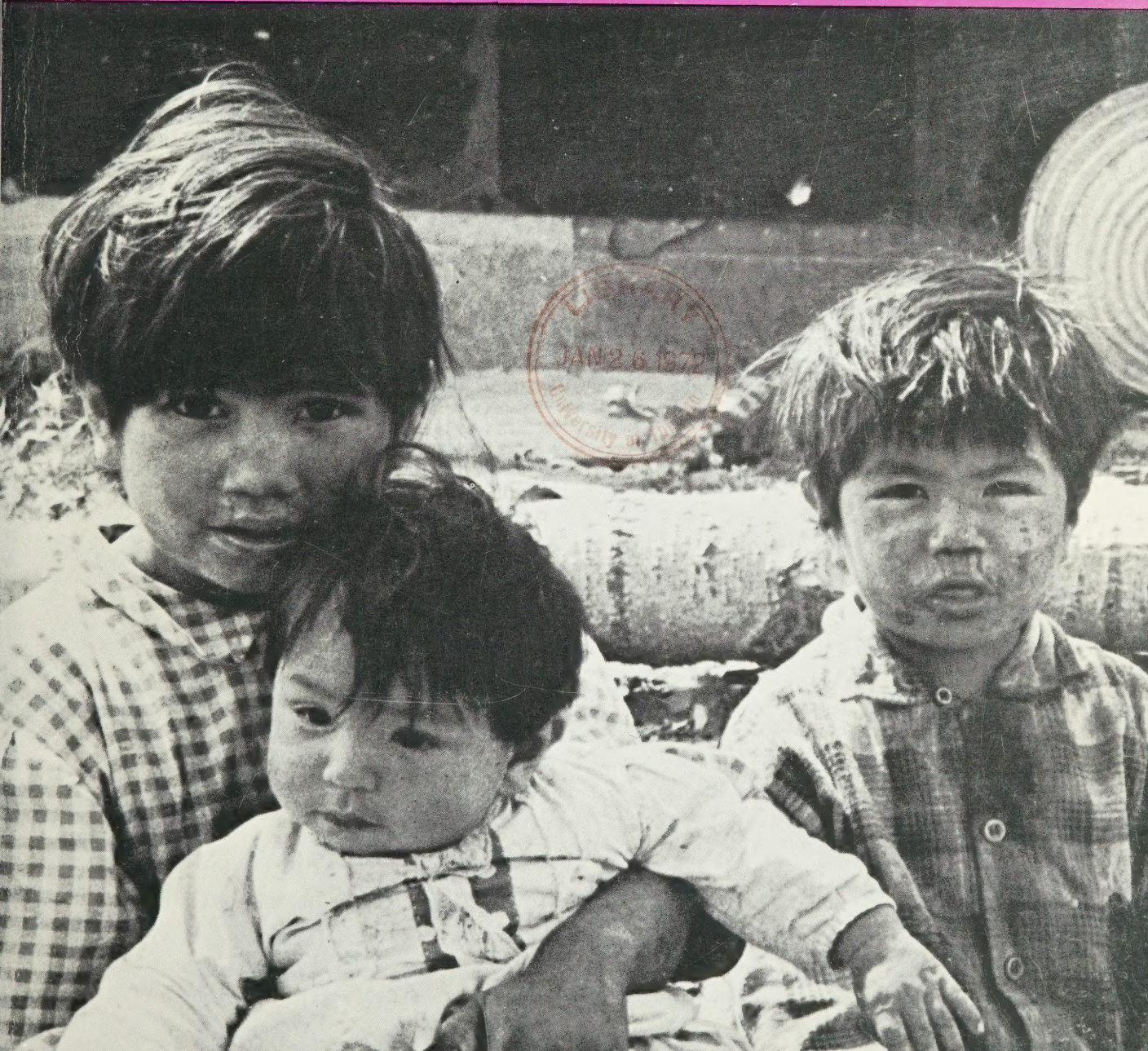


January 1972

Government  
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# The Labour Gazette





National prosperity alone is not the only criterion for assessment of a country's standard of living, but the measurement of the social well-being of countries has not received the same priority as measurement of their economic performance. Now there is a move to find some equation of national performance, using both economic performance and social achievement in a combined index of the standard of living.

See: Measuring the Quality of Life, p. 14.







# he labour Gazette

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## News briefs

■ Because of steadily rising production costs, subscription rates for *The Labour Gazette* will be increased, beginning with this issue. The magazine's selling price has been the same since January 1962.

The new rates are as follows: (Canada) single copy, 60¢; 1 year, \$5; 3 years, \$10; (Foreign) single copy, 75¢; 1 year, \$7; 3 years, \$15.

The price of bound volumes in Canada will be \$7.50; for subscribers in other countries, it will be \$10.

■ Some 200 students in administration from Laval University, Québec City, as well as about 60 personnel managers from the public and private sectors, met for a seminar in October, at the request of a group of students aiming at a degree in administration. They met to analyze in a very concrete and practical way the needs of employers and the problems of job seekers.

In view of the competitive situation which increases proportionately to the number of graduates, it was stated that a great number of students are compelled to disregard their own desires and even their specialties and be satisfied with any job. It was agreed that a vital problem was the very idea of the job interview which determines the fate of an individual in a few minutes. Although it is generally admitted that an applicant must prepare himself for an interview, the fact remains that job descriptions generally presented to the applicant are often too vague.

Students stressed the point that firms are reluctant to accept change, while personnel managers emphasized the need for new employees to accept job mobility and to visualize things in a general way, which at any rate increases their potential for adaptability.

■ Herbert Gargrave of Toronto has been appointed an ombudsman to deal with inquiries and complaints of union members directly under the jurisdiction of the Canadian Labour Congress. The appointment of an ombudsman is in line with the recommendation of a Commission on Constitution and Structure which has been examining CLC operations for several years. The proposal was also approved at the CLC's 1970 convention.

Mr. Gargrave, 65, was formerly an official of the United Steelworkers. He was for a time secretary of the International Brotherhood of Painters, and in 1935 became full-time officer of the CCF. He was elected a member of the British Columbia Legislature in 1941 and held the seat until 1949.

In 1949, he joined the staff of the United Steelworkers and was active in many important campaigns by the union in B.C. before being transferred to Ontario in 1952. Two years later he joined the Steelworkers district office staff serving as a trouble shooter and specializing in arbitration and negotiations. He is now a member of the Ontario Labour-Management Arbitration Committee, having retired from the Steelworkers staff last year.

While Mr. Gargrave's services are automatically available to members of unions directly chartered by the CLC, and the delegates of labour councils and provincial federations, the CLC constitution does not extend to provide such authority with regard to the membership of affiliated unions. These unions may, however, come under the ombudsman plan on a voluntary basis.

The ombudsman will receive inquiries concerning the rights of members covered by the plan and advise them on the procedures open to them. He may also receive complaints, conduct investigations, hold hearings; and if he decides the complaint warrants it, issue a report on his findings. Where his decision favours the complainant he may order such remedies as he considers warranted. Based on his experience in handling complaints he may also recommend constitutional changes. He is required to submit an annual report on cases he has handled, including comments or recommendations. Beyond these provisions the ombudsman has authority, and his recommendations on grievances are not acted on within 30 days after his report has been submitted to the parties concerned, to publicize any decision, award or other finding.





Canada's second Union-Industries Show attracted more than 89,000 persons to about 85 displays by unions, companies and government departments and agencies at the Western Fair grounds in London, Ont. during its 5-day run in October. The first union-industries show was held in Kitchener, Ont. in October 1970. The 1971 show was opened by Labour Minister Bryce Mackasey. The aim of the show was to display some of the accomplishments that labour and management have achieved by working together and for the public to see and learn about products and services produced by union members and their employers. The show was sponsored by the Canadian Labour Congress.

■ Carl H. Goldenberg, Q.C., 64, Montreal labour mediator and constitutional adviser to Prime Minister Trudeau, was named to the Senate in November. Goldenberg is reported to have said that Senate committee work in labour relations, constitutional problems or municipal affairs would interest him. He has been successfully mediating labour disputes since 1936 when he settled a conflict between Montreal news vendors and City Hall a few days after being asked to intervene. And also in 1936, he was retained by the Dominion Conference of Mayors as an economic adviser to present a brief to Ottawa on the impact of the Depression relief on municipal finances. Goldenberg also has the distinction of having attended more federal-provincial conferences than anyone else in Canada, having been present at every one since 1950. He went to a federal-provincial conference in 1960 as the adviser to two provinces—Newfoundland and New Brunswick.

The newly appointed senator graduated from McGill with the gold medal in economics in 1928 and then went on to take an M.A. in economics and a degree in law. Since then he has received honorary degrees from the University of Toronto, McGill, and the University of Montreal, and is presently on the board of McGill governors. Senator Goldenberg said that he planned to spend "as much time as necessary" in Ottawa to carry out his Senate duties, but he did not intend to discontinue his activities as a labour mediator.



■ **The Labour College of Canada is in urgent need of help from the labour movement, according to Bert Hepworth, Director of the Canadian Labour Congress education department.** Hepworth, who is also Registrar and Secretary-Treasurer of the College, explained that while the costs of maintaining the College keep going up, the initial enthusiasm shown by the unions supporting the College has in some cases been decreasing, leaving the College increasingly dependent on supporters outside the labour movement.

"If the present trend continues, the preponderance of support by way of donations will be from outside the labour movement," he warned. "The responsibility of the labour movement is real and serious." He said that all unionists have a stake in the College and asked that unions, locals, federations and labour councils come to the aid of the College by sending generous donations; making sure that all union members know about the College; encouraging members to apply for the 1972 residential program (deadline for applications is Jan. 31, 1972) and the correspondence course; and generally by being a booster of the institution.

Further information on the College and on how to help or how to attend can be obtained from Mr. Hepworth, c/o the Canadian Labour Congress, 100 Argyle Avenue, Ottawa, or directly from the college office, 762 Sherbrooke Street West, Montreal 110.

Although the number of scholarships and bursaries provided by unions, federations, labour councils and governments has increased during the past few years, the College must still provide some financial support for those successful applicants who cannot otherwise fund themselves, as well as continue its day-to-day operations, Hepworth explained.

He announced also the creation of a small task force composed of members of the board of governors and of the College alumni, to evaluate past progress and to make recommendations for the future. "However, future orientation and success of the College depends to a great extent upon the union support we receive," he said. "In the meantime, the labour movement can take solid satisfaction from the fact that the College program has enabled its graduates to become more capable and active in the labour, community and political life of the country."



J. L. MacDougall

■ **J. Lorne MacDougall, Chief Executive Officer of the Canada Labour Relations Board, has retired.** MacDougall, a graduate in political science, economics and history from Queen's University, joined the Canada Department of Labour in January 1936, and in April of that year was posted to Winnipeg, Man., as District Supervisor of the Government Annuities Branch. During his pre-university days he was a newspaper reporter in Barrie, Ont., and later, during his four years at university, he was Editor of "The Queen's Review," a monthly alumni magazine.

At the outbreak of World War II MacDougall was appointed Conciliation Officer and Wage Investigator with related duties covering Manitoba, Saskatchewan and Northwestern Ontario. He was posted to Ottawa in 1942 with the Industrial Relations Branch, and served on the National War Labour Board, the Wartime Labour Relations Board, and, after 1948, the Canada Labour Relations Board. In December 1953, he became secretary of the Board serving as Canadian Government representative on the Building, Civil Engineering and Public Works Committee of the International Labour Organization. He was appointed Chief Executive Officer of the Canada Labour Relations Board in May 1966.

One-parent families in Canada don't want to be regarded as social oddities or "problem families." They want Canadians to recognize that they are a type of family subject to all the social pressures that beset the two-parent family today, but much more vulnerable to these pressures because of stigma and the lack of services directly related to their needs. This is a major conclusion in a newly released report, **The One-Parent Family**, from the Canadian Council on Social Development. The 167-page report was prepared from interviews during the spring and summer of 1971 with 113 heads of one-parent families and 44 agencies serving them.

Ruben Baetz, Executive Director of the Council, emphasizes that one-parent families, which account for 9 per cent of all Canadian families, have the usual problems of many two-parent families with children today—adequate community social services, high rents, substandard and scarce housing, few employment opportunities when a parent must work, low wages and social assistance rates—but these problems are compounded by the fact of simply being a one-parent family. "And for the large number of families who must rely on social assistance, particularly those headed by women alone, there is the added stigma of being on welfare," he says. "Our report points up once again," Mr. Baetz adds, "that one-parent families are the same as most families: they do not want to exist on handouts; they want an opportunity, and have the talents if given the opportunity, to participate fully in their communities . . ."

Following, in summary, are some of the principal recommendations of the report: There should be continuous study and experiment on the problem of providing guaranteed annual income for every Canadian, one-parent families headed by women being an appropriate group for which to implement an experimental program. Rates of social assistance should be under continuous review and readjustment to relate them to cost-of-living levels and nutrition standards. There should be full recognition that job training should lead to jobs that are actually available. Women who are sole parents should be free to choose between remaining at home on social assistance or joining the labour force. In either case they should be able to upgrade their competence and have access to community services to help them carry on. In awarding custody to separated parents, more attention should be given to the welfare of the children.

Organizations of sole parents and other community groups should apply continuous pressure on all levels of government to provide low-cost housing in a volume that will more closely match the evident need. Day care

should be available, as a right, to all families and children, and provision of day care should be public responsibility. Homemaker services should be a part of the basic network of social services in a community and available to all who need them. Canadians should assist in the expansion of specialized community services such as Big Brothers and Big Sisters. Because among women who are sole parents there are many whose incomes are so low that they cannot afford travel or recreation, there should be support for community organizations that are able to provide holiday services to mothers, as well as to children. Community services should be organized to take better account of the needs of one-parent families—hours of operation of some of these services, for example, seem geared solely to two-parent families. Community resources should provide appropriate counselling and other services to newly separated parents.

■ **The U.S. Senate is currently studying a bill that could have a serious impact on the Québec economy.** It is a bill tabled by Senator Muskie from Maine, which if passed would require a worker to have a permanent residence in the U.S.A. as a condition of his employment. This bill would affect approximately 8,700 workers from Southeastern Québec and would be fatal to several municipalities on the Maine border, from Lac Mégantic to the limits of New Brunswick. Of the 8,700 workers concerned, there are 4,000 forest workers, 2,000 construction workers, 1,500 employees of major sawmills supplied with American wood, and 1,200 persons who each year harvest potatoes in Maine. The Québécois working in the Maine forest earns an average of \$200 a week during 10 months of the year. During the fall potato harvesting season in Northern Maine, he can earn \$25 to \$30 a day. In the construction industry, wages can go higher than \$200 a week.

The Québécois attracted by the American industry must pass through certain immigration border offices. This year, the authorities have already seemed hesitant to renew the permits.

Should the Muskie bill ever be enacted, this could result in the closing of almost all the major sawmills and leave the potato pickers jobless. The number of workers is already smaller in the Maine forest because of automation. Entire areas in frontier villages have already been deserted and such desertion would become considerably worse.



■ **Job openings for executives, accountants, engineers and other professionals were down 15 per cent at the end of September, compared with a year ago. The Technical Service Council's quarterly survey of 1,400 companies across Canada showed no signs of the usual seasonal upturn.** Ontario had the largest number of openings (405), but the largest decrease—30 per cent. Ontario is usually less affected by economic fluctuations than other areas. Québec, with 279 vacancies, showed a 10 per cent increase in jobs. Openings in the Maritimes doubled to 24, but TSC officials say the small size of the sample makes the ratio suspect. Professional vacancies in B.C. and the Yukon (71) slumped 19 per cent while those on the Prairies (137) were down 7 per cent.

"The U.S. import surcharges have increased businessmen's fears. Companies are hiring only when they must, and not replacing everyone who leaves. Nearly all of the 916 openings listed with us are replacements, rather than jobs created by expansion," according to N. A. Macdougall, TSC General Manager. "Business conditions are so bad the firms are laying off men with 30 years service. From inquiries we are getting about 'de-hiring'—the counselling of such men to help them relocate—it is obvious that more layoffs are coming," Macdougall stated.

The chemical, paper, aerospace, electronics and construction industries have been hardest hit. For the senior men who have been released, openings in management and research are very limited. In spite of the general slackness, experienced sales engineers are in short supply. Some employers report spending over three months to find a man. Openings for computer programmers and systems analysts have slumped. Electronic data processing staff who once found it easy to change jobs every six or nine months to boost their salaries are now facing rejections from employers who consider them 'job hoppers.'

A moderate demand exists for personnel managers, accountants, mining engineers, extractive metallurgists, industrial engineers, foremen and civil engineers. Most openings require some specialized experience, and employers are selective. Opportunities are poor for architects, architectural draftsmen, aero engineers, electrical draftsmen, civil draftsmen, tool designers, mechanical technologists, chemical lab technicians, research chemists, technical illustrators, geophysicists, foresters, market researchers, technical writers, and 1971 Arts graduates.

"Competition for jobs is intense. A \$20,000 opening for a marketing manager produced 100 replies, nearly all of them already sales managers. An \$18,000 vacancy for a

controller brought 110 applications, most from chartered accountants. A \$9,000 opening for a quality control technician produced 120 candidates", Macdougall said. The Technical Service Council/Le Conseil Placement Professionnel is a non-profit placement and personnel consulting service with offices in Toronto and Montreal.

■ **The Ontario Government is allocating a sum of \$10 million for building new day care centres as part of a capital program to provide winter jobs and to stimulate the economy.** Over the next year, this \$10 million program will be available to create as many as 150 new day nurseries in the province, providing places for an additional 4,000 children.

The province will increase its capital subsidy to municipalities on new day nursery construction from 50 per cent to 80 per cent of the total cost. This will mean 80 per cent of the cost of land, constructing the building and equipping and furnishing each nursery. But as a further incentive to accelerate planning and create jobs for this winter, the Government will pay 100 per cent rather than 80 per cent for all construction completed before May 1, 1972.

The Ontario Government, under this new day care program, will also be providing capital grants for day nursery construction to local associations for the mentally retarded and the handicapped. These provincial grants will be at the level of 80 per cent of the costs of land, construction, equipment and furnishings. The same 100 per cent provision applies to associations receiving capital payments before May 1, 1972.

■ **More than 16,000 private pension plans served more than 2.7 million members in Canada at the beginning of 1970, reports Statistics Canada.** Five years earlier, there were about 14,000 plans covering 2.3 million members. Members and their employers contributed more than \$1.5 billion in 1970, compared with more than \$1.1 billion in 1965. While only one third of the 16,000 plans were integrated with the Canada and Québec Pension Plans, nearly three quarters of all plan members were affected, indicating that most large plans provided some form of integration. In 1970, the plans provided for retirement of 75 per cent of the male members and 50 per cent of the females at age 65; 10 per cent of the males and 29 per cent of the females at 60, and 15 per cent of the males and 14 per cent of the females at other ages.



■ A \$135 million program to respond to local job-creating initiatives and to extend manpower training forms a major segment of the federal government's coordinated offensive against unemployment this winter. These programs will be weighted in favour of areas where unemployment is most serious. Of this total, \$100 million will finance a Local Initiatives Program to provide jobs for the unemployed.

This program is intended to do the best possible good for communities, while putting the greatest number of people to work. It will enable municipalities, community organizations and private groups to submit before January 31, 1972 labour-intensive projects for approval and funding. Of this amount, \$50 million will be available to municipalities across Canada, in consultation with provincial governments. The balance will be available for projects submitted by community organizations and private groups.

Organizations and groups wishing to participate should contact their local Canada Manpower Centre and municipalities may obtain application forms through the appropriate provincial or territorial government offices. Applicants will be expected to hire unemployed workers through local manpower offices.

The federal contribution will cover total labour costs, based on prevailing wages and the skills required in each project, to a maximum average of \$100 a man-week. An additional amount, of up to 17 per cent of the sum provided for labour costs, may also be provided for other costs.

The following are examples of the type of projects to be considered: extension of winter recreation facilities; services for children, the elderly or the handicapped; projects and studies related to pollution or general environmental improvement; improvement of substandard housing; new day-care programs for children; and expansion of community "store-front" services.

An additional \$20 million for Training-on-the-Job is designed to assist and encourage employers to prepare for future expansion by engaging a substantial number of unemployed persons in learning skills, transferable between employers, under actual work conditions. And \$15 million has been allocated to mount a supplementary program under the existing Canada Manpower Training Program with emphasis on basic training for skill development. Some 10,000 trainees will be involved.

In addition to the programs being carried out by the Department of Manpower and Immigration, the federal employment plan includes a program of special development loans totalling \$160 million; \$113 million accelerated loan funding through CMHC; \$80 million additional federal works projects and \$10 million in support of multipurpose exhibition buildings.

■ **An employee-owned bus line in British Columbia has made a profit in its first year of operation.** In 1970, when International Utilities was considering whether to abandon or sell the Vancouver Island Coach Lines, the employees banded together to buy out the company and operate it themselves. The employees are members of the Canadian Brotherhood of Railway, Transport and General Workers. Business was bad during the first winter of operation, bringing about extensive layoffs with the number of drivers reduced from a peak of 130 to 40. But summer business restored most of the jobs lost and this winter looks good. It was estimated that the company would lose \$50,000 in the first six months alone but instead made a profit in the first year.

The cost of the company was \$650,000. Employees were able to collect \$108,000 by mortgaging their homes, selling property, investing their savings and taking loans. To protect its equity, International Utilities (the owner) put up \$250,000 in case the adventure failed. And the Royal Bank provided \$300,000 for the purchase and an extra \$100,000 for operating expenses.

■ **The second reciprocal pension transfer agreement between the federal Government and Canadian industry has been signed. The new agreement is with the Canadian Foundation Co.** A similar agreement was signed with Lever Brothers Ltd. last year. Under the agreements, employees of these companies who accept positions with the federal Government (or vice versa) are able to carry with them full credit for their prior pensionable service under their new pension plan upon transfer of both the employee's and the employer's contributions in accordance with terms of the agreement.

Forty-four such agreements are in force between the Government of Canada and other governments, Crown Corporations, universities and staff organizations, but lack of reciprocal agreements in the industrial sector has handicapped the development of a desirable interchange of personnel between government and industry. A number of similar agreements are under active consideration at the present time.

## Labour relations around the world

■ The U.S. Secretary of Labor has been declared in error by the U.S. Supreme Court. In a 7-2 opinion, the Court upheld a lower court finding that the Secretary exceeded his authority under the Landrum-Griffin Act when he challenged an attendance requirement in the constitution of the United Steelworkers of America. The requirement is that a candidate for union office must have attended at least half the meetings of his local over a three-year period preceding the election.

Nicholas Hantzis, an unsuccessful candidate for the presidency of USWA Local 6799 in Pomona, California, had complained to his union that the union's facilities had been used to promote the candidacy of the incumbent. Receiving no satisfaction, he then contacted the Secretary of Labor, adding to his original complaint the grievance against the meeting-attendance requirement. The Labor Department filed a civil suit against the union and the U.S. District Court at Los Angeles invalidated the election on the grounds that the use of the local's facilities on the incumbent's behalf had violated the law. The Court did, however, find the rule about attendance reasonable and this ruling was upheld by the Court of Appeals.

The Supreme Court, in an opinion written by Justice Thurgood Marshall, said Congress intended to encourage unions to take action themselves to correct election processes. If the Labor Department could file a suit against practices the union had not been given a chance to correct, union self-government "would be needlessly" weakened, the decision said. Justices William J. Brennan and Byron R. White dissented. The court majority said it was unclear from Hantzis' complaint whether he objected to the attendance rule itself, or to the way in which the rule was applied during the election.

■ In Zambia the ILO is helping to create a national railway system. Until independence Zambia's rail lines were part of the Rhodesian Railways System, with its administration, main engineering and stores headquartered in Bulawayo in Rhodesia. ILO and United Nations Development Program aid will be used to establish an engineering trades training centre. A five-year, \$1.5 million project will provide for the services of a team of ILO experts at the Centre, the supply of equipment, and fellowships for its key Zambian staff. In the same period, the Zambian Government will invest \$4 million in the Centre.

For some time, the Zambian Railways System has been building an entirely new management organization and services at Kabwe, 85 miles north of the Lusaka, the capital. First priority went to the establishment of a Railway Training Centre for operating and commercial staff in 1964. A \$14.5 million workshop was also built. The trades training centre will provide accelerated pre-service training for new staff, intensive in-service training and upgrading for existing employees, new programs and advanced courses for all levels of railway personnel and the training of instructors. This should ensure that existing vacancies for skilled technical staff are filled and that there will be an adequate flow of qualified personnel in the future and replacements for expatriates now working for the railway. More than 2,000 Zambians are expected to pass through the engineering trades training centre during the five-year project.

Assistance from the ILO and the UNDP complements a \$2.5 million program being carried out by Canadian National Railways through the Canadian International Development Agency to strengthen the management side of Zambian Railways. The Canadian project, already launched, is also scheduled to last five years.

■ Unemployment in Britain reached 929,121—3.9 per cent of the labour force in September and could rise more than one million during the winter. But union leaders and Labour Party leaders assert that unemployment is already higher than one million. They say that tens of thousands of workers have pulled out of the labour market because of the tight job situation. Many of those who have pulled out are women and others have taken early retirement. This hidden unemployment is estimated at 400,000, bringing the September unemployment up to 5.2 per cent of the labour force.



Changes are afoot at the Cyprus Productivity Centre, already the focal point for industrial training on this Mediterranean island republic. Training of managers for small industries, craftsmen and technicians is to be expanded with the help of the International Labour Organization and the United Nations Development Program (UNDP). As part of a three-year project approved by the UNDP Governing Council at a meeting in June, the ILO will provide a team of experts and equipment and administer fellowships for national staff of the Productivity Centre. The investment of the Government of Cyprus in this project will be \$1.5 million and the UNDP will contribute \$600,000.

The Centre will set up a new division in Nicosia to provide training and advisory services in manufacturing, accounting and costing, marketing and market research for the 2,700 small-scale enterprises in the country. At Famagusta and Limassol, the Centre is establishing industrial vocational training centres to supplement training already being given in Nicosia. The ILO will help towards the initial aim of training 7,800 craftsmen and technicians in electrical appliance repair and maintenance, machine shop and maintenance, welding and

plumbing, heating and refrigeration, and 5,200 building tradesmen over the next three years.

■ **The Second Conference of the Organization for Economic and Co-operation Development was held in Venice, Italy, from October 25 to 27.** The first one had been held in Paris in September 1966. The object of this second conference was to examine the job opportunities for highly skilled manpower during the seventies, considering the economic and social changes as well as changes in the labour force caused by expanding education.

Senior officials from member states, who are responsible for education, employment and social policy, and representatives of professional and industrial agencies attended. The participants paid particular attention to certain items: the re-organization of education systems; continuing training; professional mobility; key factors in the hiring of a highly skilled personnel and the means to be taken to increase the amount of this type of employment; and co-operation between management and vocational training centres.

## 50 years ago

The Montreal garment workers were on strike at the time The Labour Gazette was going to press, 50 years ago. And Canadians were preparing for the long cold winters in cosy six-room houses that cost a mere \$21 a month.

■ **the International Ladies' Garment Workers' Union called a general strike in Montreal on November 9, 1921.** H. Rother, the owner of one of the factories affected by the strike, obtained an interim injunction restraining the union and its members from unlawfully picketing his establishment. The case was heard in Superior Court and on December 16 judgment was made

by Mr. Justice F. S. MacLennan maintaining the injunction and defining the rights and duties of both parties concerned. Rother employed about 50 workers at his McGill College Avenue plant, five or six of whom had written contracts for a definite term, the rest employed on a weekly basis that could end on a week's notice. The week's work was from Monday to Saturday. Not more than six of the workers were members of International Ladies' Garment Workers' Union locals.

When the union decided to call a general strike it sent out a printed circular to all workers in the cloak and suit industry stating that on November 9 at 10 a.m., a gen-

eral strike would start, "which will be energetically carried on until we realize our just demands," and among the demands was "absolute and full recognition of the union, as without it there can be no peace in the industry." The circular closes with the exhortation "on with the fight; quit the shops to the last man; be united and the bosses will be compelled to yield and recognize our just demands." This circular was distributed to the workers in about 40 factories in Montreal, 1,200 of whom went out, including two from Rother's factory. About 1,000 of these went to a mass meeting at the union headquarters, where verbal instructions for picketing were issued to them by Joseph Schubert, the secretary of the joint board of the local union. Schubert said in Court that every striker was considered a picket and that his instructions to them were: to walk up and down around the factory and in its neighbourhood to see the people who go in and out and inform them that the strike was on and try and induce those coming out of the factory to strike also; to visit the homes of workers, if they thought it necessary, and speak to them on the street between their homes and the shop and to try to follow the employees of the Rother plant in order to persuade them to leave their work.

The strikers started to parade up and down in front of the Rother plant on the 9th of November and continued until the evening of the 16th, when an interim order of injunction was issued on Rother's application. Ten to fifteen pickets appeared at first, swelling to 30 or 40 the next day, and afterwards increasing to about 75. The union sent written notice to Rother on November 8th that a strike had been called for the following day, and, as Rother feared that his workers might be troubled, he hired two or three private detectives and later, called for police protection.

The working hours in Rother's factory were from 8 a.m. to 5 p.m., and large numbers of strikers, on picket duty, were present at the plant in the morning before the workers arrived, and in the afternoon as they left the

plant. On the 10th of November, shortly after 5 o'clock in the afternoon, when, according to some witnesses, strikers were picketing the factory, the plant's manager was violently attacked and three of the strikers were arrested. At the trial, the defendants tried to establish that the assault was provoked by the manager's conduct, but the judge felt that the assault was unprovoked and without justification. The plant's designer was attacked the next day on his way to work by a union member who called him a scab and said that he was taking break away from his table. When the designer complained to Goldberg, the business agent of the union, he was told that there was a strike on and that anybody who worked for Rother was a scab.

Two of the girl workers were so intimidated by what had been said to them that they stayed away from work for a half a day. Another girl worker was followed on her way home by a man who spoke to her about her work and finally hit her in the face and knocked her down. Another worker was told that an accident might happen to send him to the hospital, and other workers were threatened with assault if they did not go to union headquarters instead of going to work. Owing to the number of various threats, Rother had to provide taxis to bring workers to and from work. The union kept up their harassment, sending threatening and abusive memos to management. Police authorities warned some of the pickets that their actions were tantamount to intimidation and that the picketing was not peaceful.

The strikers were also out in such great numbers that they were impeding traffic. Police had to close the street in front of the plant and allowed no one to approach unless they had business there. The police cordon was discontinued on the 15th and the picketing continued. On the 16th, Rother sued for damages and obtained an interim order of injunction restraining defendants, their officers, members, agents and representatives from molesting or in any way interfering with the plaintiff or his employees, from picketing in front or in the neighbourhood of the plant, from watching the plant or the homes of those employed there, or from following the employees and intimidating them. Rother sued for \$10,000 and an injunction, with costs. In conclusion the judge said



am of the opinion that the picketing ... was wrongful and without lawful authority and amounted to a common law nuisance and violation of 1053 of the Civil Code, as well as a breach of the criminal law.

Counsel for defendants submitted that, if the conduct of the pickets and strikers was a violation of the Criminal Code, the plaintiff should be limited to his remedy before the Criminal Court and that he had no remedy by injunction. In my opinion, that proposition is untenable. In every jurisdiction where this question has arisen, the right to injunctive restraint has been recognized. In our Courts the same right has been frequently applied where there has been violation of 1053 of the Civil Code and the remedy in damages was inadequate. The union defendant has no property in Canada and a

judgment for damages against it would be useless. The defendants threaten to continue and repeat the wrongful acts complained of and damages for injuries already suffered even if collected would not protect plaintiff in the future. It is apparent that the only adequate and effective remedy to meet the circumstances disclosed in this case is to permanently enjoin the defendants from their unlawful conduct under all the penalties provided by law."

■ **The death of Henry Harper, Associate Editor and Acting Deputy Minister of Labour was reported 70 years ago in the December 1901 issue of *The Labour Gazette*.**

Mr. Harper drowned when trying to save a young woman who had fallen through the ice while skating on the Ottawa River. Before joining the Labour Department, Mr. Harper had been a reporter in the press galleries of the Ontario Legislature in Toronto and the House of Commons in Ottawa.

In reporting Mr. Harper's death, his friend and colleague, the then Labour Gazette editor, W. L. Mackenzie King said, "In an effort to save the life of another he gave his own life, and in so doing died, as he had lived, inspired by an ideal of duty, of which self-sacrifice, true manliness and devotion to others, were the enduring realities. His last act but epitomized his life." Later, a committee of which Mr. King was a member, had a statue of Sir Galahad erected in Mr. Harper's memory. The statue, unveiled by Governor-General Grey in 1905, stands on Wellington St. in Ottawa, directly in front of the Parliament Buildings.





## Book reviews

**Shutdown: The impact of plant shutdown, extensive employment terminations and layoffs on the workers and the community, by John Eleen and Ashley Bernardine, Ontario Federation of Labour, 15 Gervais Dr., Don Mills 403, Ont., 135 pages, \$2.50.**

The number of plant shutdowns and the reduction of employment were more serious in the one-year period ending June 1971 than in any other decade since the financial crash of 1929, according to this survey initiated by the Ontario Federation of Labour's Executive Board. The study indicates that more than 16,000 Ontario workers at 138 plants either lost their jobs or were laid off during the period surveyed. The figure includes only workers in plants that had 25 or more terminations or layoffs.

The report contains a series of proposals including: legislation requiring longer notice of layoff by employer and economic sanctions against runaway foreign-controlled companies; expansion of the role of the Ontario Development Corporation in the economy; more emphasis on job security in collective agreements and the right to negotiate and to strike on matters of technological change during the life of an agreement; creation of labour-management manpower committees and a stronger role for the Department of Manpower coupled with a strengthening of training, retraining and relocation programs; and adoption of a shorter work year and workweek, longer vacations and earlier retirement.

The report contains the findings resulting from questionnaires distributed to all the unions and the companies that had terminations or layoffs, as well as from personal interviews conducted in a number of small and medium-sized Ontario communities—including Bramford, Kingston, Cornwall and London.

**Almost half of the plants that closed in Ontario in the past year were branch plants of foreign-owned companies. Many of them may have closed without economic justification and could have remained open, the report claims.** The report quotes several expert sources including former federal minister Eric Kierans, indicating that foreign subsidiaries and branch plants can be worthwhile operations for their parent corporations even though they may not be a "viable operation on the straight profit-and-loss sheet."

Such subsidiaries could lose money and still make a net contribution to the parent's income by the profit on purchases of raw materials and component parts from the parents, by patents, royalties and fees for management, advertising and research services, Kierans is quoted as saying. Companies contemplating plant closures should therefore be compelled to justify their decision before a public authority, the OFL report suggests.

Other problems with foreign-controlled branch plants are their reliance on research and development by the parent company, **preventing the development of specialized skills and products in Canada, and their tendency to export virtually unprocessed materials to the parent**

company, thereby providing insufficient job opportunities in Canada, the OFL notes. Were these industries Canadian-controlled, Canada would be in a better position to provide more jobs and develop technical skills. Despite foreign control, the government could still make rules and develop new national policies to countervail the power of multinational firms as well as, on occasion, foreign government power exercised over these firms, the report asserts.

One of the OFL's strongest criticism is directed at the operations of the Ontario Development Corporation, or rather of "the government running it." According to the report, about half the \$40,000,000 in forgivable loans granted in the last few years were given to foreign-owned firms, "in effect helping to promote the foreign take-over of our economy." Some of the other charges levelled at the government are: that the big corporations often don't need the loans; the ODC has no say in the running of the company which gets the loan; there are no rules on how the money is granted; and companies receiving grants to build a plant often close another plant elsewhere, with no increase, and often a decrease in jobs.

The report calls for a thorough overhaul of the ODC whose new duties should include: favouring small and growing new industries; promoting Canadian companies; forcing companies to pay back ODC-granted loans whenever they shut down any of their operations in Canada; making sure that borrowing companies are "good corporate citizens"; and favouring loans to job-intensive industries. The ODC should also stipulate that a loan recipient cannot pay substandard wages, that it has to promote good industrial relations and that it bargain in good faith with its workers and their representatives.

The report gives several examples of loans given to companies that, it says, closed other plants or divisions, or used the loans to locate in other parts of the province, thereby evading their responsibility in their present employees." "The ODC has a role to play in repatriating our industry so that it is Canadian-controlled. This can be accelerated substantially by changing the course of the ODC," this chapter of the report concludes.

The report lays the blame for the number of recent plant shutdowns and layoffs, and much of the present unemployment on the federal Government's "inept and ill-advised" economic policies. This could have been avoided, the study say. What is needed now is a series of govern-

ment measures including tax cuts, an expanded social security system, higher wages and salaries, large-scale capital works investments by government, and an economic policy based on a full employment economy. According to the OFL researchers, the cost of these measures would be offset by the increased tax revenue resulting from higher employment.

The report criticizes also the government's retraining policies: "It seems that some departments of the government are promoting economic policies that create large masses of unemployed, while another branch of the government is charged with the task of training and placing workers in jobs that don't exist." The study contains also statistics to show that wage increases may not cause unemployment: while wages increased in 1969-70 in Japan, Germany, Italy, Belgium, Denmark and the Netherlands—industrial countries which compete with Canada on the world markets—unemployment in these countries actually decreased during the same period.

**"Radical Politics and Canadian Labour, 1880-1930, by Martin Robin, 321 p. (originally hard cover, \$7.95), paper back, \$2.95.**

Prof. Robin, Associate Professor of Political Science at Simon Fraser University, has thrown new light on a little known and particularly interesting era in Canadian politics, putting the shaft to the myth that prior to 1932, the year in which the CCF came into existence, urban politics was anything but radical. Now available in paperback, the book is not only a history of trade unionism and a chronology of the development of labour and socialist parties in English-speaking Canada, but also a study of the action and interaction of the trade union and socialist movements during a critical period in Canadian politics that saw the socialist, independent labour and syndicalist radicals fight against the conservative restraints of the entrenched Grit and Tory partyism and trade unionism.





# Measuring the quality of life

The measurement of the social well-being of countries has not received the same priority as measurement of their economic performance. The latter measurement has been the principal component in standard of living indices compiled to assess national performance and used for international comparisons.

Gross national product and per capita income and expenditure undoubtedly provide a fairly reliable indicator of how people live in a country. Such measurements provide, however, no guidance on the quality of the social environment—the quality of life. This is provided by social statistics consisting of a variety of measurements on employment, unemployment, hours of work, distribution of income, crime and delinquency, education and so forth. Little attempt has so far been made to relate social statistics to the national aspirations of the population of a country, in order to measure achievement against national goals. Nor has much been attempted to find some overall equation of national performance utilizing both economic performance and social achievement in a combined index of the standard of living.

The measurement used to relate social statistics to social objectives or goals is known as a “social indicator.” It measures social progress or decline. In other words it measures social achievement, or the lack of it. The OECD (Organization for Economic Co-operation and

Development) has given the following preliminary definition of a social indicator: “a type of social statistic which seeks to measure changes in the level of well-being in a defined area of social aspiration, i.e., for a defined social concern.” Broad areas of social aspiration are known as “primary goal areas.” The sub-divisions of these areas into areas of specific interest are known as “social concerns.” A social indicator is related to a social concern. There is, however, nothing conceptually to prevent the combination of indicators of social concerns to provide an indicator for a primary goal area. Whether in practical terms, a valid measurement can be obtained is another matter. The statistical concepts are extremely complex. Furthermore, there is a serious problem with definitions, especially at the international level.

A number of international organizations have been devoting attention to social indicators in different areas in recent years, especially those concerned with social problems and involving the collection and compilation of social statistics in various fields. In the last year, the OECD joined this group. The study of social indicators by the OECD was placed under the jurisdiction of its

manpower and Social Affairs Committee which last year decided that a Working Party of Experts should be formed to handle the complicated development task.

The Working Party met for the first time last June 21-22. Canada is a member of the Working Party, and a Canadian, Mr. N. Prefontaine was elected as a Vice-President. Other Canadians on the Working Party at its first meeting were H.J. Waisglass, Canada Department of Labour, P.B. Fay, Canada Manpower and Immigration, and H.J. Adler, Statistics Canada.

Before the meeting of the Working Party, consideration had been given by the OECD to the definition of "primary goal areas," and to what properly constituted the social concerns of each primary goal area. Those concerned with the problem in the OECD believed with justification that, if international agreement was to be reached with regard to definitions, it would be advisable to begin with the broad areas of social aspiration or primary social goals and proceed from there to the more complicated task of attempting to define or discover the particular social concerns that together should constitute each primary goal area.

Prior to the meeting of the Working Party in June, the OECD secretariat had prepared a list of primary goal areas. The list was submitted to the Working Party as being preliminary and tentative in nature. It is as follows:

**The primary goal of personal safety and health:** the social concerns of longevity, various psychological factors leading to tension and strain, physical health, security through crime, and safety from accidents;

**personal development, and intellectual and cultural enrichment through learning:** equality of educational opportunity, the satisfaction of manpower requirements of the economy, the quality of social life and the values of society;



**3 occupational development and satisfaction—**dealing with the worker as a person: employment, industrial relations, conditions of employment including wages and earnings, and work satisfaction;

**4 leisure and its uses—**dealing with the person in relation to non-worktime: non-worktime or leisure activity patterns and satisfaction;



**5 command over goods and services**—the person as consumer: total consumption, income distribution, assurance of public and private income maintenance, security of savings and other assets, and the condition of the impoverished;

**6 the physical environment:** noise, air, land and water pollution, sanitation, waste disposal, transportation and congestion and urban environmental pollution;

**7 the social environment:** inter-group relations affecting industry, race, marginal groups and inter-generation re-

lations as well as individual alienation, crime participation, social mobility, family concerns and demography or population concerns; and

**8 the political environment:** basic freedom and legal rights concerns.

The Working Party accepted the list of primary goal areas as an initial base for further study. As the subordinate social concerns were only submitted to the Working Party to illustrate what each of the primary goal areas might contain, a decision about them was not required.

Discussion at the first meeting was, for the most part, concerned with how the terminology to be used in working on social indicators might be precisely defined and with establishing ground-rules for the work to be done. There was, also, discussion about the development of lists of areas of social concern, valid for measurement by social indicators. The meeting emphasized the importance of co-ordination within the OECD of work connected with social indicators. A steering group was appointed to ensure the best possible liaison.

The wider problem of co-ordination with other international agencies received attention. This is important in the interest of avoiding duplication of work, ensuring that definitions, classifications and techniques developed by the OECD are compatible with those used by other organizations, and that there is uniformity in the techniques used to collect data from individual countries. The Working Party stressed that statistical definitions and classifications should be uniform for all primary goal areas, and consistent, as far as possible, with existing definitions and classifications used in social statistics. The Working Party decided, also, that new statistical systems should be devised in close consultation with United Nations statisticians, when existing systems could not be used or adapted for use.

To facilitate co-ordination with the United Nations, the Working Party suggested that the OECD should invite a representative of the ECE—the United Nations Economic Commission for Europe—to sit permanently with the Working Party. He would be selected from the Conference of European Statisticians, a subsidiary organization of the ECE.

A number of other international organizations have been involved either in specific areas of social indicator work, or in areas peripheral to such work. Within the United Nations itself, such organizations include the



CE, already mentioned, UNRISD (United Nations Research Institute for Social Development), and NSDRI (UN Social Defence Research Institute). Specialized agencies of the UN involved, include the ILO (International Labour Organization), WHO (World Health Organization) and UNESCO (United Nations Educational, Scientific and Cultural Organization). Outside the UN family, EEC (European Economic Community) and the Council of Europe are interested in social indicators.

**Of particular interest to employers, workers and labour departments is the contribution of the ILO to the development of social indicators. The ILO collects and publishes indicators of employment, unemployment, wages, consumer prices and labour productivity.** The ILO is, also, contributing to the development of the Integrated System of Demographic, Social and Labour Statistics for its own use and the use of others. The system is to be tested in two years. The ILO will attempt, also, to identify social indicators of manpower and conditions of work and living that the integrated system "may produce or improve." The system will be studied by the ILO with a view to improving indicators of "social mobility and industrial peace."

UNRISD has probably had the most comprehensive program of any of the international organizations to date on social indicators. The program was started in 1964. It now includes a data bank in which selected social indicators are stored. One of the UNRISD studies discovered that **the international ranking of countries according to both social and economic development did not correspond with their ranking according to per capita gross national product alone, thus proving that national prosperity alone is not the only criterion for assessment of the standard of living.**

It will be a difficult task to develop reliable systems of social indicators. In some fields it may not be possible to do so at the present time, as existing technology may not prove adequate. The development of reliable social indicators would not have been possible in any event before the computer age and its data storage banks from which information can be retrieved and put to use so quickly.

The recognition of the need for social measurement in the context of the desire for social achievement represents an important step in the efforts of man to improve the conditions in which he lives. Social indicators represent, moreover, a rational attempt at analysis of the so-

cial problems that lead to social unrest, and civil and international disturbances. International co-ordination reduces the burden on individual countries and in turn enables them to profit from each other's advances and avoid one another's mistakes.

In Canada, the federal Government is devoting attention to social indicators. A sub-committee of the Interdepartmental Committee on Levels of Living (convened by Statistics Canada) has been given the task of developing our initial set of social indicators. Hopefully, Canada may benefit from the OECD program as it develops, and may make a useful contribution to it.





# Work and mental stress

Christine Doyle is medical correspondent for the **London Sunday Observer**. The accompanying article appeared in **Panorama**, No. 46.

by Christine Doyle

**"A million grandmothers buried every day,"** cried a British newspaper headline last year.

It wasn't meant literally of course. Absenteeism was the subject in hand, and the fact that over one million people had stayed away from work. Naturally many had genuine illnesses. But employers, doctors and psychiatrists are impressed by the growing number of vague reasons offered for a few days absence. They actually do include "grandmother's funeral," as well as "wife off colour," and a gamut of headaches and pains that very often are found on examination to be psychosomatic in origin!

When the sick rate in a company is unusually high there is a strong probability that the cause should be sought in something other than physical illness, unless an influenza epidemic is raging or workers are apathetic after a national holiday such as Christmas. Similarly higher employee turnover, or increased accident rates rarely stem from a glut of attractive jobs elsewhere or an abandonment of safety regulations. **Behind much sick leave, many accidents and sudden rises in staff turnover lie individual stories of job dissatisfaction, low morale, bad communication, and conflict with a workmate or boss. The workers involved are labouring under stress and sooner or later they show it by their actions.**

Engineers have neat scientific definitions for mechanical stress and, by elaborate mathematical calculations, they make sure that a variety of stresses, like those which put strain on an aeroplane engine, are finely balanced. Not so with human beings: the causes of stress that injure a worker's self-esteem, trigger off mental insecurity—or

ven mental illness—and make him feel isolated or inadequate are difficult to spot and far less easy to measure.

### A neglected problem

It was to provide some sensible guidelines on how to define and detect stress, and how to come to terms with it in industry, that brought factory and trade union medical officers, personnel managers, psychologists and psychiatrists together at a seminar, organized recently at Windsor in the United Kingdom by the International Committee on Occupational Health. All were agreed that, with the exception of a few enlightened companies, the emotional or mental well-being of employees was woefully neglected.

The factory doctor can set a broken leg caused by a work accident. "But what can you do," he asks, "for the man who is brought into the surgery quite obviously in pain, yet glad because he knows he will be able to escape from work for many weeks!" The answer may lie with the foreman or works manager. Perhaps the worker's job has been shorn of status in a new productivity deal. In any case, **the real problem is to take action or to treat the signs of stress that are building up in a worker before he subconsciously wills himself to have an accident.**

What applies to individuals also applies on a wider scale to groups of workers. Shop stewards know well, but too many managers seem content to disregard the fact, that the stated reason for bringing hundreds of men out on strike is often the least important one. Behind the seemingly irrational call to down tools may lie dozens of petty dissatisfactions and niggling conflicts.

Some people argue that progress should be slowed down to allow human beings to catch up with the sophisticated machines with which they work, but it is unrealistic to expect that the pace of modern industry can now be slowed. Yet unless a more positive attitude is adopted, there will certainly be a rise in mental illness and possibly in accident rates. Already, in countries like Britain and the United States, one in 10 people suffer from mental illness at some time in their lives. A report by Britain's Department of Health and Social Security shows that in one year 22.8 million working days were lost by men suffering from mental, psychoneurotic and personality disorders, nervousness, debility and headaches. This places mental illness as the second leading cause of sickness absence. Bronchitis heads the list, but accident and heart disease come after mental illness.

Stress can never, of course, be entirely removed from the workers' environment. Some stress is natural and life would be very dull without it. **There are even those who thrive on stress and regard it as an invigorating challenge. It is when overwork, frustration and feelings of inadequacy and boredom become intolerable that trouble arises. If men fail to cope with these constructively, they may easily break down.** The outward sign of this may be an accident or a psychosomatic disorders—or simply absence from work with apparently little excuse. Some are driven to mental illness and even to suicide.

### A shop steward's evidence

The sole representative of the shop floor at the Windsor conference—a shop steward who had worked in a variety of industries including "the toughest of all for a shop steward", the dock industry—held insecurity to be the chief cause of stress among factory workers. He dismissed firmly the notion that workers work for money only. They felt nervous and anxious if their jobs were threatened, of course, but they also needed to feel secure as members of groups with which they could identify. The individual resented his group being broken up and reassembled under a new name without his being given any say in the matter. He wanted responsibility, status and good working conditions, as well as good pay for the job.

Surprisingly, appalling conditions can sometimes be tolerated if not condoned. The same shop steward described a small firm of vehicle builders he had come across while on a study tour. Safety regulations scarcely existed, the fire extinguishers were empty, and the stench from primitive sanitary arrangements was foul. Yet the men were content on the whole because the workforce was small enough for everybody to be on friendly terms with everybody else. The manager knew them all and chatted about their problems. Conversely, in "a very modern spinning-mill", almost clinical in appearance, he had found that the workers were discontented. Many had left the company. "Each worker was geared to the speed of a machine," he said. "They had just gone through a period of redundancy caused by ruthless rationalization. Perhaps most important, they had practically no contact with the managers."

The shop steward cited shift work as a growing cause of stress. Home life was disrupted, and the worker was torn between the calls of family and employment, yet



he was unwilling to take another job with less money. (A large-scale survey of the physical and mental effects of shift work is now taking place in Britain.)

The shop steward blamed productivity deals over the past 10 years as a root cause of much insecurity. He had seen men switched from one job to another without being given any say in the matter. Older men had been forced into new patterns of work with little preparation, help or sympathy. They became pawns in industry's ruthless quest for results. Repeatedly he emphasized **the importance of status and responsibility—necessary for the humblest worker**. As an example, he cited the case of three men whose job was to drive company cars. Over the years more and more workers in the plant had bought cars of their own, with the result that the drivers' job steadily lost status. This only came to light when one of the drivers had a nervous breakdown. No doubt other worries had contributed to the breakdown, but when the records of the three drivers were examined, it was seen that the sick rate among them had been running at an exceptionally high level for a long time.

### Supervisors under stress

The shop floor worker comes under stress basically, because he has too little say in decisions affecting his working life. In contrast, foremen and managers come under stress because they are in the driving seat. In their case, emphasis is placed on leadership and inadequacies are soon revealed. Their ability to deal with a variegated workforce is under a continual spotlight. At the same time, they have to put up with continual interference from above and have to bear the brunt of unpopular decisions for which they may not in fact be responsible.

Many men are temperamentally unsuited to this "shock-absorber" role. A factory doctor, present at the Windsor conference, told the story of Jim, a 45-year-old senior operator in a car factory who had rarely been absent from his job and who had come to be known as a reliable and steady worker. Then a supervisor left, and Jim had reluctantly agreed to promotion. Within a month he had taken time off for ill-defined stomach complaints. Within three months he had been absent four times. Sensible enough to know that the new responsibilities did not suit him, Jim had eventually asked to go back to his old job. He was now perfectly happy and had not had a day off work since.

### A fashionable complaint

It is fashionable to talk of the stress under which the executive works, almost as though this carried status in itself, but medical officers and psychiatrists are seriously concerned about the problem. Increasingly, they are having to treat the managers who have had, or are perilously close to, a mental breakdown. At Windsor, the medical officer of a large engineering company described the case of a 40-year-old man who was appointed to a challenging new post in middle management. This involved frequent new contacts outside the firm. On his past record he seemed ideally suited for the job. Yet within a few months, he became apprehensive, nervous and in the end totally ineffective. Slowly it became clear that this man had always had difficulty in establishing new relationships. For a period he had verged on a nervous breakdown. When transferred to another equally responsible job, but one in which his



main contacts were with other members of the company whom he knew well, his depressive symptoms rapidly disappeared. The doctor added that if managements took more care in selecting men for specific jobs, much of this kind of suffering could be avoided.

The executive under stress probably receives even less attention than the shop floor worker. Men with high technical ability, for example, may be promoted to administrative posts despite the fact that their training has provided them with little experience in handling people. Unless they are naturally gifted in that respect, they may set off a chain of conflict, resentment and unrest among those under their control.

There is also much criticism of industry's inherent tendency to promote men to what has ironically been called their "level of incompetence." When that happens, the company is faced with dismissing the man, denoting him—which may cause permanent misery—or putting up with him. Again, poor selection procedures often allow situations of this kind to arise. The employer knows that if the man is dismissed, he may spend months finding a new job, and will suffer the mental

The family life of executives is also disrupted more than that of shop floor workers—and they are expected to put up with this as part of their highly paid jobs. A British company was recently reported as advertising for salesmen who "are not too fond of their wives"—the implication being that, if they expected to do well, then they couldn't expect to have much time to devote to their families.

This attitude apparently enjoys some support from women, although it is well established that the strain and hardship that a demanding job may put on an executive is responsible for many divorces and broken homes. At the Windsor conference, some speakers blamed wives for forcing their executive husbands into situations in which stress is unavoidable. "One of the greatest menaces," said one personnel manager, "is the



agony of attempting to maintain his wife and family to their accustomed standard of living. He may finally have to accept a post he considers inferior to his previous one. To spare him this, the company well-meaningly promotes him to a higher post for which he is not really suited. Result: he personally is strained and unhappy and any persons who work under him become resentful and frustrated.

wife who nags her husband into seeking promotion he doesn't really want or which is beyond his talents."

Personality conflicts, office politics, travel across time zones and living in suitcases, all contribute to stress. (One man suffered from sleeplessness and headaches for almost a year after a particularly tense period of travel.) Projects can come under constant criticism—per-



haps from ignorant yet important clients who don't know what they want. **After a change of job the executive is likely to receive only a brief holiday in his first year—the very time that he is under most strain and most needs a holiday. A merger can make him redundant, or challenge established loyalties. He may have to learn new skills, not always easy for a man over 40, especially when fresher and younger men are snapping at his heels.** To cap it all, he is probably expected to raise his output each year. Industry sets no limits on achievements. Like the Olympic athlete, the manager is expected to be continually setting up new marks.

### A Swedish initiative

As they wrestled with the problems of stress situations, the members of the seminar found themselves constantly aware of the absence of management representatives. It is no use that only doctors and occupational health specialists are aware of the difficulties. Poor communication with the managerial levels of industry may mean that the experts themselves are making basic misjudgements. However, from a thickish fog of psychological definition and jargon, it became clear that a wind of change is blowing through industry—if only gently as yet. Some companies are starting to take the problems seriously, new ideas are being discussed and experiments put into operation.

A Swedish mental health campaign drew praise from members of the seminar, who saw in it a method of preventive action that might well be tried in other countries and within individual companies. The campaign, focused directly on industrial workers, rather than the general public, was conducted by a committee representing industry, adult education groups, factory medical officers, personnel managers and psychiatrists. It soon became apparent to the committee that there was a lack of suitable literature on the subject, so two doctors were commissioned to write books. The books, since published, are **Individual personality and human environment** by Curt Amark and **Work and mental health** by Erland Mindus. The committee drew up also a correspondence course and arranged a series of study circles within industry.

Executives and workers, both manual and clerical, attended a dozen of these study circles. They discussed such subjects as: what the individual expects of his job; the demands of a job; and the place of humans in organizations geared to automatic production. Other topics

included: how people work together as groups; personal conflicts; how people adapt to change; how working environments affect people; and—most important of all—how to detect the telltale signs that someone is working under intolerable stress. As one industrialist pointed out, the first indication anybody notices at present is often tragically late in the day—a heart attack or mental breakdown.

The two specially commissioned books sold out. Twenty thousand people bought the correspondence course and an estimated 16,000 attended the study circles. The general success of the campaign attracted a great deal of publicity, and the organizers plan something similar again this year. Of course, this campaign was basically experimental. No one expected that stress would vanish from Swedish industry overnight. But it did teach people normally too reserved to bring these problems into the open, and those who still equated mental illness with old fashioned lunacy, to be far more understanding of situations that made people tense and anxious.

### Job enrichment

On a more detailed level than this Swedish campaign, which was essentially an attempt at education, **some British companies are now carrying out "job enrichment" studies. These show that individual firms can do much more to relieve jobs of the tedium and frustration that puts workers under stress.** In one company, for example, low morale among laboratory technicians was causing concern. The technicians were all professionally qualified, but most of their work was being planned from above by scientists with university degrees. The average age of the technicians was rising, but promotion paths were blocked as technology grew more complex. Many had in fact complained that their knowledge and experience were being wasted by the scientists, who refused to delegate work of any importance.



The management decided to increase the technicians' responsibility by asking them to write final reports on any work they did. These reports carried their names and were issued together with the reports of the senior scientists, and the technicians were responsible for dealing with any queries there might be. They were also involved more positively in planning research projects and in setting completion targets. Other "job enrichment" measures included responsibility for requisitioning material and training junior staff. These changes helped considerably to raise the status of the technicians, both in their own eyes and in the eyes of the managers and scientists. A report by one of their number was submitted to a government department and judged to be the best of 200 on the subject. Follow-up checks revealed consistent improvement in their performance.

At another company, a similar approach was tried with salesmen. Morale was considered to be fairly good, but it was felt that more sales could not be demanded with-

out putting the men under undue strain. Like the laboratory technicians, they were given more responsibility. Monotonous reports on every call to a customer were cut out, and the salesmen were allowed to use their own judgment in deciding what information should be passed back to the company. They were also given some freedom to negotiate prices. The result was improved sales and the increase was sustained over a test period of a year.

Yet another experiment involved factory supervisors, production foremen and engineering foremen. It was clear that the importance of their roles was being eroded to their own detriment and to the detriment of relations with those working under their control. The production foremen were authorized to modify working schedules, and the engineering foremen were given more control over preventive maintenance, and were asked to comment on design. All were assigned specific projects, given more "on-the-spot" responsibility and allowed to deputize more often for the engineers; they were asked for monthly written reports and were given proper recognition when one of their ideas was put into action. Some were given power to hire men. Like the other studies, this one paid off handsomely. **Within a short time a better calibre of worker was being taken on, performance targets improved, as did relations with shop floor workers.**

Several companies are now working along similar lines. Since 1963, the Dutch firm of Philips, which employs 80,000 in the Netherlands alone, has been carrying out a program of job restructuring. Every department is being examined, and changes and experiments are being introduced on the advice of doctors and psychologists, technical efficiency staff and personnel managers. The aim is to match jobs with workers' abilities and ambitions. Further research is being carried out on the effects of shift work and on morale in different working environments.

These and other examples show that something is at last being done by enlightened employers to avoid the crea-



tion of stress. Activity of this kind is not, however, nearly as widespread as many would wish. Few companies as yet place the same importance on alleviating stress as they do on medical facilities for physical illness and safety regulations.

### The experts' role

Experts at the Windsor conference were conscious of industry's failings, but also felt that they themselves needed a better-defined role. Where do the experts stand, for example, in relation to management and workers? What problems should they be tackling? What powers should they have? It is difficult to fit them into the traditional structure of industry. Clearly they have a great deal to offer, but they often fail to get the support of senior management. Their efforts suffer also from the suspicion usually cast on them by the ordinary man, perpetually wary of anything to do with mental health or "head-shrinkers." The worker himself will usually see stress in terms of physical health, only recognizing it at the late stages when he has fallen ill or had an accident.

**Doctors themselves are not beyond reproach. They are trained to think in terms of the body rather than the mind. It would be an unusual man who spotted the psychological implications when treating the injuries of a rigger who fell from his scaffolding because he had lost his nerve or concentration.** But doctors are themselves often under extreme pressure and may not have the time that this sort of approach entails.

The Windsor delegates felt that there should be a much greater national emphasis on occupational health services. Industry, doctors and government all have their part to play. The medical profession as a body has little idea about what is going on in industry, while governments are reluctant to pay more than lip-service to the role of occupational health. (A recent British Government paper on restructuring the health service scarcely mentions occupational health).

### Start in the schools

Perhaps the most stimulating suggestion the conference considered was that schools should instruct children in emotional and mental development to prepare them for the strains they might be under when they start work. The idea, which for some time has been gaining support from psychiatrists and educationalists, is a logical development of other kinds of preparation for adult life. Many of them once considered unsuitable as school subjects, if not actually taboo. Sex education, for example, unthinkable only a generation ago, is now the rule rather than the exception.

Like hedgehogs, humans raise their "prickles" when threatened. The conference produced an impressive array of stress "prickles." **They included day-dreaming, loss of appetite, sleeplessness, feelings of tension and apprehension, loss of libido, mood changes, psychosomatic headaches, aggression in a normally mild person, loss of decisiveness in someone used to taking decisions, stealing and excessive drinking or smoking.** Some of these symptoms are experienced by most of us in the normal course of our working lives, but they normally fade away as problems are solved. It is when the signs persist that help is needed.

The consensus at Windsor was that courses of the Swedish type, held quite informally among broad cross-sections of workers, might help people to become more sensitive to the causes of stress and in this way lead to earlier detection of difficulties. It was agreed that to overcome industrial stress, people who are normally quite happy to talk about their physical ills must be persuaded to be equally frank about their emotional concerns. Real progress will begin when everyone in industry is prepared to regard a man's mental state as important as his physical well-being.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

## Regulations alone don't prevent accidents

Over the past two years regulations covering a wide variety of employment safety and health hazards have been developed by the Canada Department of Labour. These regulations, which are expected to be issued within the next few months, will apply to workplaces subject to federal jurisdiction and Part IV of the Canada Labour Code.

Employment safety and health regulations, a basic element of every accident prevention regulatory program, should be regarded more as a guide than a blueprint to good industrial safety practice. It is not practical to prescribe regulations that will take into account every possible aspect or variable of employment conditions or work methods, **nor will compliance with statutory requirements alone necessarily ensure a good accident prevention program.** For this reason, the Department's proposed regulations incorporate a large measure of administrative flexibility, refer frequently to national consensus standards such as those published by the Canadian Standards Association and, wherever it can be done without significantly sacrificing regulatory control, emphasize principles and performance rather than procedures and methods.

It is commonly assumed that employment safety and health regulations should set out well-defined limits so that no misunderstanding may arise concerning their intention. In the simpler work situations it is possible to prescribe precise requirements and be assured that compliance with them will always provide the intended level or standard of hazard control. In the industrial accident prevention field, however, conditions are usually dynamic and vary so widely from one enterprise to another and from one workplace to another that it is seldom possible to prescribe one figure, one set of limits or one method that will guarantee the same level or standard of hazard control in every situation. For this reason **it is essential that regulations be flexible, either by the exceptions and choices they provide or through administrative techniques such as granting the administrators certain discretionary powers.**

A principal objective of an accident prevention regulatory body should be the attainment of a uniformly good level or standard of safety and health in all the workplaces to which its regulations apply, rather than the uniform enforcement of rigid yes or no type regulations. Contrary to common belief, such a policy seldom results in the same standard of safety and health in all workplaces because it fails to take into account the many differences between workplaces.



Where safety regulations are administered in every instance in strict compliance with the letter of the law, only those regulations that are known to be capable in every situation of adequately controlling the hazard without creating a hardship that would make the conduct of the work impossible or grossly inefficient can be properly prescribed. Under such circumstances, only the most severe hazards can be covered by regulations and the majority of hazards must be ignored or be covered by innocuous regulations that have no basis in practical principles and which are largely unenforceable.

The term "reasonably practicable," as it is used in the occupational safety and health regulations issued or to be issued under Part IV of the Canada Labour Code, refers to the relationship between the severity of an employment hazard and the difficulty of controlling it and implies a sensible balance between these two factors.

Unless it is otherwise stated in a regulation it is understood that full compliance is required. The use of the term "reasonably practicable" modifies the extent of compliance and recognizes that the severity of a hazard and the difficulty of controlling it may vary widely with the circumstances. **A safety measure that may provide a high standard of protection in one case may provide very little protection in another and the cost for the same standard of protection or hazard control may also vary considerably with the circumstances.**

"Reasonably practicable" imposes a less stringent standard of compliance than practicable, and means that if a precaution is practicable, it must be taken unless in relation to the whole circumstances it would be unreasonable. If a man's life is at stake it should not lightly be held that to take a practicable precaution is unreasonable, even though the difficulty of implementing the precaution is great. But where full compliance with a regulation would produce only a minor improvement in the degree of hazard control over that achieved by partial compliance and the cost of achieving the additional improvement is extremely high, it would not be reasonable to insist on full compliance.

The severity of a hazard relates not only to the extent or seriousness of the injury it may produce, but also to such variable factors as the probability of an injury being incurred and to the length of exposure to danger. Unless these variables are well known and capable of being precisely defined for all situations, it is not pos-



sible to prescribe a simple and precise regulation. **But it is generally feasible to indicate the general intent of the regulation and assign some discretionary power to the regulator to provide for the flexibility that is needed to cover most of the variables.**

It is considered essential to effective regulation that a reasonable balance be attained between the standard of protection or hazard control and the difficulty of achieving it. If a very high standard of protection can be easily achieved, it is reasonable to insist on such a standard. If the hazard is severe, a very high standard must be prescribed even if it is difficult to achieve.

The difficulty of complying with safety regulations will vary widely from one enterprise to another and from one location to another. It is usually easier to provide the prescribed level of protection at the design stage than it is afterward and there may even be cases where the difficulty of complying with a particular regulation after construction cannot be justified by the level of hazard control that compliance would ensure. This is not to suggest that the hazard should be ignored because it is more difficult to control in one case than in another, but rather that alternate solutions should be permitted. It is not practical to cite all of the variable factors nor the degree of hazard that will be acceptable in each case. It is for this reason that it is desirable to incorporate a good measure of administrative flexibility in regulations.

If a superior level of hazard control can be obtained at a very modest cost and with no interference to production, it would be irresponsible to allow a lesser standard of control even though the hazard may be moderate. But, if the cost of providing a superior level of hazard control is very high, a lower level of hazard control should be considered unless the hazard is unusually high. It may be, in a particular case, that a small decrease in hazard control will be accompanied by a substantial decrease in the difficulty of compliance because generally speaking the possibility of occurrence of very great hazards and a small decrease in hazard control may be accompanied by a substantial decrease in compliance difficulty. Expressed in another way, the degree of difficulty generally tends to increase much faster than the degree of perfection as one approaches perfection.

Thus, the difficulty of compliance is an important factor to consider in the administration of regulations, to ignore it can cause unnecessary hardship without achieving a significantly better level of hazard control. This in turn will discredit the regulations as well as the regulatory agency that administers them. The balance between the severity of the hazard and the difficulty of controlling it is not easily defined, but it can be understood by competent safety officers who conscientiously seek to achieve such a balance. The results in terms of improved relations between the regulator and the regulated and the consequent general improvement in hazard control is well worth the effort.

**The administration of safety regulations, and particularly their interpretation and enforcement, is more important than the regulations themselves, and yet it is often assumed that once the regulations have been issued, the major regulatory chore is complete. Safety regulations should be regarded as the guideposts or a framework for the development of a sound accident-prevention or hazard-control program, not as an end in themselves.** It is possible to achieve, through competent administrators, a very high level of safety with a modest regulatory base, but success will be rarely achieved even with excellent regulations if they are incompetently administered.

The primary responsibility of a safety officer, whether he is employed as a representative of an employer or as a representative of a regulatory body, is the safety and health of employees. To achieve this objective the safety officer must have an appreciation of the total interests of the employees, for absolute employment safety is, in most cases, an ideal rather than a practical goal. Where the hazard is very high and cannot be adequately controlled, extreme precautions may be necessary. The safety officer must aim, however, for a reasonable balance between the employee's safety interests and his other work interests.

The best way, for employee and employer alike, is generally the safe way. But unfortunately this is not always self-evident and although regulations have the force of law, they will be relatively ineffective if the law must be invoked in every instance to obtain compliance. A large degree of voluntary compliance is essential to the success of most regulatory programs.

By developing regulations that are based on well-proven accident prevention principles, are easily adaptable to a wide variety of conditions, take into account the difficulty of compliance and are intelligently administered so as to achieve a reasonable balance between the various interests and factors involved, the regulator will greatly assist in establishing the co-operative climate in which the employer, employee and regulator can work toward their common goal of an accident-free workplace.



# Federations of labour conventions

## Nova Scotia

Special legislation passed by the Government of Nova Scotia in July to curtail strikes at major projects by construction trades unions was one of the hottest topics at the annual convention of the Nova Scotia Federation of Labour. The convention was held in Halifax in September. The delegates went as far as passing a motion to censure the federation's executive for not fighting harder to prevent passage of the legislation.

In other areas, the Federation asked the federal Government to assert control over fisheries to the edge of the continental shelf in order to protect the livelihood of fishermen. The convention passed resolutions also endorsing the organization of workers at the Michelin Tire Corp. plant and castigating Scott Pulp and Paper for closing a mill at Sheet Harbour, N.S. In a speech to the delegates, Premier Gerald Regan said that the pulp mill and a recently closed fish plant in Canso will be reopened as soon as possible.

John Lynk was re-elected to an eighth one-year term as President of the Federation. Lynk is currently an international representative for the International Retail, Wholesale and Department Store Union. James Bell, Halifax was elected to a sixth term as Secretary Treasurer. Three new regional vice-presidents were also selected by the convention. They are: Paula MacCormick, Cumberland-Colchester; Charles Moulton, Halifax; and Lawrence Wilneff, South Shore. Returned as vice-presidents were: Thomas Mombourquette, Cape Breton; Don Murphy, Pictou Country; and Harold Burden, Annapolis Valley.

Nova Scotia's Labour Minister Leonard Pace told the convention that he would soon be introducing a new Trade Union Act and a new Labour Standards Act in the legislature. And both labour and management will have a chance to look at the changes before they are introduced in the legislature.

Pace voiced his regret that there are some people in management in the province who "appear unwilling to communicate with labour." Even the most progressive legislation will not solve all of the problems, he said, "if

management continues to take a narrow view of what they can discuss with employee representatives. Unless management is prepared to sit down and talk about such fundamental matters as working conditions, safety precautions, and employee facilities, among other things, we will continue to have discord and heartaches." He suggested that management discuss also with labour such topics as productivity, employee input, product development and other "creative endeavours."

Pace defended recent amendments to the Trade Union Act, saying that many problems between labour and management, especially in the construction industry, had been alleviated. "An excellent example of this is portrayed in the fact that, since last December, the number of illegal work stoppages and man-days lost due to wildcat strikes were drastically diminished."

## Saskatchewan

A firm stand against wage controls in Saskatchewan and support for nationalization of major natural resource industries, inter-provincial pipelines and utility companies were among the many decisions taken at the 16th annual convention of the Saskatchewan Federation of Labour. The 1971 convention was held in North Battleford, Sask. in October.

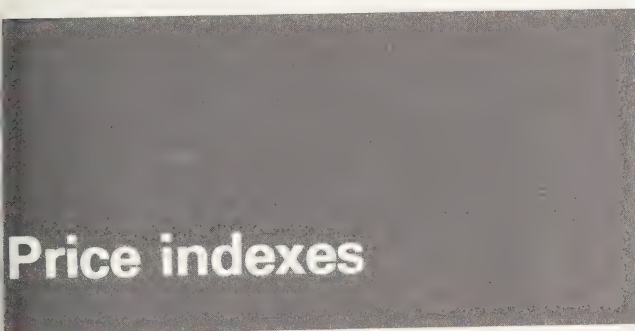
Ross Hale, a Saskatoon representative of the Canadian Union of Public Employees was unanimously re-elected to the presidency of the 30,000-member Federation. Elected also to a second term were George Semeniuk, Saskatoon as one of three vice-presidents and Louis Steil, North Battleford as recording secretary. Garry Edwards, Regina was chosen as treasurer. New vice-presidents are Ron Duncan and John MacLeod, both of Regina.

Saskatchewan will enjoy better labour relations and regain its reputation as a leader in the field of labour and social legislation, according to a report submitted to the convention. The first step has already been taken with the removal of Bill 2 (Essential Services Emergency Act) and other reforms, the report stated. "The new situation presented an opportunity to sweep aside the wreckage of labour relations which is the fruit of the misguided policy and actions of the previous Government, and to build for the benefit of all Saskatchewan citizens."

The report continues: "We trust that the leadership once displayed in labour and social laws in this province will be reasserted by the New Democratic administration." The report, signed by President Ross Hale and

the executive of the federation warns that the federation must remain vigilant to ensure the maintenance of rights and true collective bargaining. In this respect we should resolve to continue and, if possible, substantially expand our programs which reach into communities, involve us with people and, among other things, permit us to explain our aspirations and needs," the report notes.

Other resolutions asked for: sanctions against employers who act against efforts to organize; easier union recognition; protection against automation; a ban on injunctions and strikebreakers; improved public health programs; 10 paid public holidays a year; non-profit day-care centres; withdrawal of support by the Canadian Labour Congress for United Appeal campaigns; elimination of all forms of pollution; a revised system of municipal taxation; a protest against proposed federal legislation that would ban secondary picketing in a labour dispute; improved unemployment insurance; political freedom to all residents of Saskatchewan, including civil servants and employees of Crown corporations; compulsory motor vehicle safety checks; prohibition of an age limit in job advertising; and more government involvement in public transportation. The convention condemned also the "heartless and inept Trudeau policies" regarding unemployment.



#### Price index guide

**Every month Statistics Canada issues the consumer price index. What does it mean to you?** The October issue of the Royal Bank's Monthly Letter shows how an individual can use the index to find out his real income or actual purchasing power. The figure is an index of the cost of essential needs with the base year 1961 equalling 100. Divide your annual income (after deducting income taxes) by the consumer price index and multiply by 100. If, for example, your income after taxes is \$4,860; divide by the current consumer price index, say 130, and multiply by 100, which gives you \$3,738. That is your true buying power. Thus, you have \$1,122 less buying power than if prices were stabilized at the 1961 figure. It is also true that if prices were as

they were in 1961 your dollar income might be less, but that does not affect the reality of your present purchasing power.

#### Consumer, September

**The consumer price index (1961 = 100) declined 0.2 per cent to 134.7 in September from 135.0 in August, and was 3.5 per cent higher than in September 1970.** The September decline was entirely due to a decrease of 1.6 per cent in the food index. All other major components registered increases except tobacco and alcohol which was unchanged. The clothing index rose 0.6 per cent, transportation 0.2 per cent, health and personal care 0.1 per cent, and recreation and reading 0.1 per cent.

The food index decreased 1.6 per cent to 133.7 from 135.9 but was 2.8 per cent higher than in September a year ago. In September the component for food consumed at home declined 1.9 per cent and restaurant meal prices increased 0.1 per cent.

**A decrease of 14.9 per cent in the price of vegetables, and 8.0 per cent in the price of fruits, accounted for the decline in the index of food for home consumption.** Most fresh vegetables and fruits reported lower prices with the largest decreases recorded for tomatoes, carrots, potatoes, celery, corn, cabbages, grapes, peaches, apples and bananas. Bakery product prices declined mainly because of a 0.8 per cent lower price level for bread which was a special in some cities. Reduced prices were also registered for ground coffee 5.1 per cent; corn flakes 1.5 per cent; salad dressing 1.3 per cent; jam 1.2 per cent; peanut butter 1.0 per cent; sugar 0.3 per cent and margarine 0.3 per cent. Butter prices increased 3.9 per cent to a level 5.4 per cent lower than a year ago. The price level of other dairy products advanced 1.3 per cent and fresh milk rose 1.1 per cent with increases recorded in Ontario, Alberta and Saskatchewan. Price increases were registered for cheddar and processed cheese and for powdered skim milk. Egg prices advanced 9.8 per cent but were still 5.1 per cent lower than in September 1970. The meat, fish and poultry index rose 0.3 per cent mainly as a result of a 3.1 per cent increase in pork prices. Beef prices declined 0.9 per cent to a level 3.7 per cent above that of a year ago. Chicken prices were 0.6 per cent higher than in September 1970.

**The housing index advanced 0.1 per cent to 137.7 from 137.5 and was 4.5 per cent higher than a year earlier.** Increases of 0.1 per cent and 0.2 per cent respectively were recorded for the shelter and household operation component. In the shelter component, the rent and home-



ownership indexes advanced 0.1 per cent. The home-ownership rise reflected increases in dwelling insurance 2.3 per cent; new house prices 0.6 per cent; and homeowner repair charges 0.3 per cent. Partially offsetting these increases were decreases in property taxes in some cities. Among household operation items, fuel oil prices rose 0.5 per cent with increases recorded in Hull, Ottawa, Kingston, Sudbury, Sault Ste. Marie and Thunder Bay. An increase of 0.1 per cent in the electricity index was attributable to increased rates in Sault Ste. Marie.

**Furniture prices advanced 0.6 per cent as higher prices for bedroom suites 2.3 per cent; kitchen sets 1.1 per cent; and dinette sets 0.9 per cent outweighed reduced prices for living room suites 0.9 per cent and mattresses 1.7 per cent.** The appliance index rose 0.3 per cent with increased prices for automatic washing machines 1.3 per cent, electric stoves 1.2 per cent and refrigerators 0.7 per cent, partially offset by 1.0 per cent lower sewing machine prices. Increased prices for carpets and linoleum advanced the floor covering index 0.6 per cent; reductions for sheets reduced the household textiles index 0.8 per cent. Among other housing items, higher rates for household effects insurance advanced this index 2.1 per cent.

**The clothing index increased 0.6 per cent to 129.6 from 128.8** and was 2.0 per cent higher than in September 1970. The level of men's wear prices advanced 1.1 per cent because of higher prices for most items including suits, slacks, dress socks and hats. There was an increase of 0.8 per cent in the women's wear index with higher prices for rayon dresses, undergarments and sweaters. The price level of children's wear rose 0.4 per cent and that for piece goods 0.6 per cent. Higher prices for men's and women's street shoes resulted in a 0.2 per cent rise in the footwear index and the clothing services index advanced 0.1 per cent as increased charges for shoe repairs and laundry outweighed reductions in the average price of dry cleaning.

**The transportation index rose 0.2 per cent to 131.0 from 130.7** and was 4.5 per cent higher than in September 1970. The local transit element increased 0.7 per cent as higher fares were registered in Québec City, Trois-Rivières, Regina and Calgary. The automobile operation component increased 0.1 per cent as the price of gasoline remained unchanged but higher charges were recorded for a number of mechanical and body repair items, as well as for replacement parts such as tires and batteries. Train fares declined seasonally.

**The health and personal care index increased 0.1 per cent to 142.6 from 142.5** as a result of a 0.4 per cent increase in personal care prices. Higher prices were recorded for toothpaste 1.2 per cent; toilet soap 0.6 per cent and razor blades 0.4 per cent. Between September 1970 and September 1971 the health and personal care index increased 1.8 per cent.

**The recreation and reading index advanced 0.1 per cent to 136.0 from 135.8** and was 2.3 per cent above the September 1970 level. The reading component advanced 1.9 per cent because of some higher magazine subscription rates and a small increase in the level of newspaper prices. The recreation index declined 0.5 per cent as a result of lower prices for radio and television sets. There were increases in television repair charges, phonograph record prices and admissions to football games in Hamilton. The tobacco and alcohol index remained unchanged from its August level of 129.6 and was 2.5 per cent higher than a year ago.

Classified by goods and services, **the total commodities index registered a decline of 0.5 per cent mainly attributable to lower food prices.** Non-durable commodities, excluding food, advanced in price 0.4 per cent reflecting increases for clothing, footwear, personal care supplies and fuel oil. The price level for durable commodities declined 0.1 per cent as lower prices for television and radio sets outweighed price advances for some automotive parts, appliances and furniture. A rise of 0.2 per cent in the services index resulted from higher prices for automobile and television repairs, dwelling and household effects insurance as well as some advances in local bus fares and admissions to sporting events.

#### **City consumer, September**

**Consumer price indexes, between August and September, rose in seven regional cities and city combinations, declined in four and were unchanged in Saint John, N.B.** Movements ranged from an increase of 0.6 per cent in Thunder Bay to a decrease of 0.5 per cent in Montreal. The movements in food prices generally accounted for the major portion of the movement in the all-items indexes. Price declines of over 2 per cent for food were recorded for Montreal and Quebec City. Seasonally lower prices were recorded for a number of fresh vegetables and fruits, and lower prices for beef were noted in many cities. The prices of pork, eggs and dairy products were generally higher. Clothing indexes advanced in most cities as sale prices in the preceding month were discontinued and higher prices re-introduced on some items. Clothing service charges were higher in some cities. Transportation indexes registered little or no change in

he majority of cities, although bus fares in Quebec City, Regina and Calgary, were higher. Housing indexes registered increases ranging from 0.1 per cent to 0.4 per cent, except in Toronto and Quebec City where they were unchanged. Mixed movements were recorded for health and personal care and recreation and reading indexes. Tobacco and alcohol indexes were unchanged. Regional consumer price index point changes between August and September were: Saskatoon-Regina +0.6 to 124.6; Vancouver +0.5 to 128.1; Halifax +0.3 to 127.6; Winnipeg +0.3 to 129.7; Edmonton-Calgary +0.3 to 129.1; Toronto +0.1 to 130.7; Saint John unchanged; St. John's -0.3 to 124.7; Ottawa -0.3 to 131.7; Montreal -0.6 to 127.2.

### Wholesale, September

The general wholesale index (1935-39=100) declined 0.1 per cent in September to 291.6 from the August index of 292.0. It was 2.5 per cent higher than the September 1970 index of 284.4. Four of the eight major group indexes were lower, and four advanced.

The vegetable products group index dropped 1.4 per cent to 232.8 from 236.0 on price decreases for potatoes, sugar and its products, grains, livestock and poultry feeds, and vegetable oils. A decline of 0.9 per cent to 259.9 from 262.2 in the non-ferrous metal products group index was mainly because of lower prices for silver and export sales of refined copper. The chemical products group index declined 0.5 per cent to 238.8 from 240.0 as lower prices for fertilizer materials outweighed price increases for soaps and detergents and organic chemicals. A decline of 0.4 per cent to 403.7 from 405.3 in the wood products group index reflected price decreases for cedar, pine, spruce and building board. The animal products group index advanced 0.8 per cent to 330.4 from 327.9 mainly on higher prices for milk and its products, cured meats and eggs. The textile products group index rose 0.6 per cent to 263.9 from 262.3 in response to price increases for cotton fabrics and raw cotton. Increases of 0.2 per cent or less occurred in two major group indexes—non-metallic mineral products to 227.1 from 226.7, and iron products to 318.4 from 318.2.

## General topics

### Employment review

The seasonally adjusted unemployment rate rose sharply to 7.1 in September from 6.5 in August. The increase in the adjusted unemployment rate occurred among the 14-24 year-olds and those 25 years and over, but was more pronounced in the latter group. The unadjusted rate, representing the actual unemployment as a per cent of the labour force, was 5.0 compared with 5.1. The total number of unemployed persons declined by 21,000 to 434,000. There was an about-average decline in the number of employed persons, 329,000 to 8,188,000, and the total labour force decreased 350,000 to 8,622,000.

Compared with a year ago, the labour force increased 238,000 (2.8 per cent) and employment by 202,000 (2.5 per cent). The number of unemployed persons increased by 36,000.

#### Employment

There was an overall reduction in total employment of 329,000, a decline in the employment of 14-24 year-olds, 438,000, and an advance of 104,000 among women 25 years and over. There was little change in employment among men 25 years and over.

Among industries, a larger-than-average decline in employment occurred in manufacturing 74,000, trade 68,000, and public administration 54,000. There were normal declines in agriculture 58,000 and construction



30,000. In other industries, changes were small. Regionally, a larger-than-usual decline occurred in Québec, 113,000. The decline in Ontario of 107,000 was less than average. There were reductions in the Atlantic Region, 31,000, the Prairie Region, 54,000, and British Columbia, 24,000.

### **Seasonally adjusted employment**

The seasonally adjusted employment level at 8,099,000, was virtually unchanged from the 8,104,000 in August. The largest change, regionally, was an increase of 34,000 in Ontario. Québec recorded a decline of 27,000. Other regions showed little change.

### **Unemployment**

There was a decline in unemployment of 21,000 between August and September. Unemployment of those aged 14 to 24 decreased by 32,000 as students left the labour market. For the group 25 years and over, there was an increase of 11,000. This was about equally divided between men and women. Regional changes in levels of unemployment were slight. The overall unemployment level was 36,000 higher than a year earlier. The 14-24 age group accounted for 20,000 of the increase.

### **Seasonally adjusted unemployment rate**

After ranging between 6.3 to 6.5 per cent during the previous four months, the seasonally adjusted rate of unemployment rose to 7.1 in September. There were very large increases in the rates for both men and women 25 years and over; the male unemployment rate for that age group rose to 6.0 per cent from 5.2 per cent and the female rate to 3.4 per cent from 2.6 per cent. The adjusted unemployment rate for those persons under the age of 25 increased from 11.8 to 12.2 per cent.

## **Unemployment insurance fund**

During September 1971, 16,807 investigations were finalized across Canada. Of these 9,055 were on-premises investigations and 1,561 were selective investigations to verify the fulfilment of statutory conditions. The remaining 911 formal investigations and 5,280 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,025.

Prosecutions were commenced in 69 cases, all against claimants. This does not include employer prosecution commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in September totalled \$56,742,282.08 compared with \$61,261,413.66 in August and \$53,738,246.01 in September 1970. Benefits paid in September totalled \$48,869,955.75 (including \$20,648,459.00 under the new Act) compared with \$46,094,219.65 in August and \$37,737,070.17 in September 1970. The balance in the Fund at the end of September was \$281,787,495.30 compared with \$273,915,168.97 in August and \$454,407,460.38 in September a year ago.

## **January credits**

Measuring the quality of life, p. 14, was prepared by the International Labour Affairs Branch of the Canada Department of Labour.

Regulations alone don't prevent accidents, p. 25, was prepared by W. A. Martin of the Accident Prevention and Compensation Branch of the Canada Department of Labour.

Work and Mental Stress, p. 18, was taken from the ILO Panorama, first quarter, 1971.

Certification before the CLRB, p. 40, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 42, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 14, 15, 16, 17, 20, 23, 26. Hayes Advertising, Waterloo, Ont.: p. 3. Newton: p. 4. Public Archives of Canada: p. 11. CN Photo: P. 21, 45.

# Provisions in collective agreements covering office employees in Canadian manufacturing industries

## Part 1

The following is extracted from a study of 170 collective agreements covering 21,524 office employees in the manufacturing sector across Canada. These agreements were in file with the Economics and Research Branch of the Canada Department of Labour on May 31, 1970 and cover firms employing 10 or more office workers. The agreements mainly applied to office employees only but, in some instances where both office and non-office employees were included in the agreement, those provisions not affecting office employees were excluded from the analysis. The term office employees includes clerical, typing and stenographic occupations, bookkeepers, office machine operators, cashiers, general office workers and, in a few cases, draughtsmen, journalists and editorial staff of newspaper publishers.

In 1965, the Collective Bargaining Division of the Branch carried out a similar study based on an analysis of 178 office employee agreements (19,660 employees) entitled, "Provisions in Collective Agreements Covering Office Employees in Canadian Manufacturing Industries" (LG, 1968, p. 27). The collective agreements analysed were those in effect as of Dec. 31, 1964. In the new study, the previous study will be referred to as the '1965 study.' The complete study plus illustrative clauses contains an analysis of 78 provisions. The 1965 study analysed 60 provisions. Fifteen of the provisions analysed in 1965 were dropped and 33 new ones added. The results of several provisions analysed in both studies, have been compared. The complete study will soon be available from the Economics and Research Branch, Canada Department of Labour.

The study was conducted by Lachman Advani, assisted by Brian McLaughlin of the Branch, under the supervision of Dan Rosenbloom, Chief, Collective Bargaining Division. In a few cases where the language used in the agreements left some doubt about meaning, the provisions were classified subject to the proviso that they may be open to other interpretations.

### Membership

Union membership provisions were found in 123 agreements covering 11,523 employees. This is roughly 72 per cent of the agreements and 54 per cent of the employees and represents a significant increase over the 1965 survey which showed that 58 per cent of the agreements (47 per cent of employees) had membership provisions.

Under membership clauses, the degrees of union security vary from simple recognition of the union to the union shop. There was no instance of closed shop form of union security found in office employee agreements included in the present survey. In the case of union shop, all employees who are not members of the union as well as all new employees must join the union. Sometimes there is a prescribed number of days, usually 30, when the employee must join the union. In the present study, 25 per cent of the agreements (21 per cent of the employees) had union shop provisions. In the 1965 study, only 16 per cent of the agreements (7 per cent of the employees) had union shop provision.

A modified union shop is a variant of the union shop. Only new employees are compelled to join the union with or without any reference in the agreement of maintenance of membership for other employees. Thirty-five per cent of the agreements (24 per cent of the employees) fell into this category.

### Maintenance of membership

Maintenance of membership is a weaker type of union security than union or modified union shop. Under this form, no worker is required to join the union. Those who are already union members and those who voluntarily join the union are, however, obliged to remain union members throughout the life of the contract as a condition of employment. Only 12 per cent of the agree-



ments (9 per cent of the employees) contained provision for this type of union security.

### Check-off

While the union security clauses concerning membership in the unions occurred in less than three quarters of the agreements, in spite of considerable increases over the last five years, **the prevalence of the check-off of union dues—obliging the employer to deduct from the employee's pay cheque the amount of union dues—is more widespread.** In the 1965 study, check-off provisions were found in 90 per cent of the agreements (covering 95 per cent of the employees). In the present survey, the prevalence of the check-off clause has gone up to 94 per cent of the agreements covering roughly 97 per cent of the employees. Of these, 29 per cent of the agreements (41 per cent of the employees) fell in the category commonly known as Rand Formula which requires that all employees within the bargaining unit, union members and non-member employees alike, pay the equivalent of union dues as a condition of retaining employment.

The remaining types of check-off of the union dues were either voluntary or compulsory depending on the type of union security arrangements agreed upon by the parties.

### Seniority

In collective agreements, the clauses concerning seniority are intended to give employees a certain measure of security based on length of continuous service with the company. A sound seniority system, particularly in matters of promotion, layoff and recall is considered essential in protecting workers from arbitrary treatment by management. The bulk of the agreements in this, as well as earlier surveys, contain clauses establishing rules to be followed when it becomes necessary to promote or lay off employees. Several agreements also cover cases of displacement or bumping, special seniority provisions for union officials, retention of seniority during layoff and a variety of related provisions.

### Seniority on promotion

The results of the survey indicated that **91 per cent of the agreements covering the same percentage of employees had a provision for seniority on promotion.** The length of service alone, however, was not the determining factor in promotions. There were no instances of this clause which specifically stipulated straight seniority as the sole criteria for occupational advancement. In all cases, the term seniority included factors such as ability, skill, knowledge and physical fitness in addition to length of service.

### Seniority on layoff

Virtually all agreements—99 per cent of the agreements and same percentage of the employees—had a provision regarding seniority on layoff. Like seniority on promotion, the majority of the agreements—85 per cent of the agreements covering 82 per cent of the employees—provided that seniority on layoff will be taken into consideration together with other factors. Fourteen per cent of the agreements (covering 17 per cent of the employees) however, provided for layoff based only on straight seniority.

### Recall procedure

**The agreements containing layoff clauses usually establish the recall procedure. Ninety-one per cent of the agreements covering 92 per cent of the employees had recall clauses.** As in the case of seniority of promotion and layoff, the recall procedure in 78 per cent of the agreements (75 per cent of the employees) was based on seniority and qualifications.

The remaining agreements, 13 per cent of the agreements covering 17 per cent of the employees had a simple procedure of recall, namely that employees would be recalled in the inverse order of layoff, the last employee laid off being the first to be rehired.

### Bumping

There were relatively fewer agreements providing for bumping procedure. Essentially, a bumping clause forestalls the layoff of a senior employee by displacing an employee with lower seniority, if the senior employee is qualified. In other words, the bumping clause provides the job security to those with greater length of service. But here again it is not always the principle of straight seniority that prevails. Very often, seniority with ability to perform the job is the necessary requisite to displace a junior employee. In this survey, 39 per cent of the agreements covering roughly half the total number of employees had a bumping provision.

### Seniority during layoff

There has been an increase in the number of agreements with clauses providing for retention of seniority during term of layoff. **In the present study, this provision was found in 85 per cent of the contracts (94 per cent of the employees) as compared to 75 per cent of the contracts covering almost the same percentage of employees in 1965.** The most common specified the retention of seniority graduated according to the employee's length of service. Thirty-four per cent of the agreements, cov-

ing 53 per cent of the employees, fell into this category; followed by 28 per cent of the agreements (14 per cent of the employees) specifying retention for less than 2 months. Eighteen per cent of the agreements covering 21 per cent of the employees had a provision for retention for more than 12 months.

### Seniority for union officials

This clause determines the prevalence of preferred seniority status accorded to union officials, usually union stewards and members of grievance committee, in the event of reduction of the workforce. Almost one-third of the agreements covering 41 per cent of the employees had such provision.

### Notice of layoff

This field is designed to measure the number of weeks notice given to employees prior to layoff. In the current study, 68 per cent of the agreements (covering 86 per cent of the employees) provided for notice of layoff. In the 1965 study, 60 per cent of the agreements (62 per cent of the employees) had a similar provision.

Twenty-five per cent of the agreements covering about 35 per cent of the employees specified a period of one week or less and same proportion of agreements but covering only 20 per cent of the employees specified a period of two weeks. Only one out of every ten agreements stipulated 4 or more weeks notice prior to layoff.

### Job posting

Three out of every 4 agreements in this survey contained a provision that obliged management to post notices of job vacancies enabling employees to bid for promotion or transfer. Since 1965, the proportion of the agreements without a job posting clause has declined from 38 to 25 per cent and the number of employees covered from 32 to 23 per cent.

### Severance pay and S.U.B.

Severance or dismissal pay is a monetary allowance paid to the employees who lose their employment usually with no chance of recall. In most cases, circumstances under which employment is terminated are beyond the control of the worker. Severance plans normally establish conditions for eligibility, minimum length of service, exemptions, amounts per unit of service and the method of payment. Under most plans payments are graduated according to length of service.

S.U.B. plans provide for regular weekly payments, supplementing unemployment insurance benefits to laid-off workers. **In the present survey, severance pay plans were negotiated in 34 per cent of the agreements covering 46 per cent of the employees. An additional 4 per cent of the agreements covering approximately the same percentage of workers, granted severance payments as part of the company's S.U.B. plans.** S.U.B. plans without severance pay constituted 6 per cent of all agreements covering 16 per cent of the employees. Since 1965, the percentage of severance pay plans rose from 21 to 34, workers involved rose from 44 to 46 per cent. The percentage of S.U.B. plans with or without severance pay has, however, not risen since 1965 as shown in the following table.

| Provision                                   | 1970       |           | 1965       |           |
|---|------------|-----------|------------|-----------|
|   | Agreements | Employees | Agreements | Employees |
| No provision                                | 56         | 33        | 69         | 38        |
| Severance pay plans                         | 34         | 46        | 21         | 44        |
| S.U.B. plans, with or without severance pay | 10         | 20        | 10         | 18        |

### Grievance and arbitration

All agreements in this survey had a provision outlining a procedure to be followed in handling grievances arising during the course of agreement. All provinces, with the exception of Saskatchewan, have statutes requiring that all collective agreements contain provisions for the final settlement of disputes arising out of the interpretation or application of the contract. The province of Saskatchewan requires only that if such a provision is present in a contract that it must be implemented in the case of a dispute. Every contract had also a provision for third-party arbitration as the final step to decide controversies which has not been resolved through the normal grievance procedure. Invariably, wording of the scope of arbitration clause indicated that the arbitrator's jurisdiction was limited to deciding the matter at issue within the existing provision of the agreement and in no event shall he (or the board) have the power to alter, amend, add to or subtract from the agreement in any respect. This does not refer to the process of negotiation under a reopener clause which could go to arbitration but may result in strike action.



## Initial presentation of grievance

The results of the survey reveal that the majority of the contracts (59 per cent of the agreements covering 62 per cent of the workers) allowed the agrieved employee to present the grievance alone or with a union steward. In some agreements, the employee had no such choice and presence of both employee and union steward was required.

Thirty-seven per cent of the agreements, covering roughly the same proportion of employees, permitted union representatives to handle initial presentation. In these cases, the employee's participation was not called for. Twenty-one per cent of the agreements involving an equal percentage of workers allowed the grievance committee to initiate the grievance process on behalf of the employee. The number of agreements allowing an employee to start the grievance machinery without any mention of union representation was negligible. Only 4 per cent of the agreements, covering one per cent of the employees had such a provision.

## Grievance procedure in dismissal cases

Roughly 6 out of every 10 agreements (61 per cent of the agreements but covering 68 per cent of the employees) had a specific clause for grievance procedure in dismissal cases. In 1965, this type of provision was found in less than half of the agreements (45 per cent of the employees) surveyed. The special procedure usually consists of by-passing some steps or providing special time limits with a view to expediting the disposal of grievance or bringing it closer to the arbitration process without delay.

## Compensation for grievance work

Little over half of the contracts (68 per cent of the employees) had a clause allowing some form of compensation for handling of grievances during regular working hours. In the 1965 study, only 39 per cent of the agreements (57 per cent of the employees) had such clauses.

**Part II of Provisions in Collective Agreements covering office employees in Canadian manufacturing industries will be published in the February issue of The Labour Gazette.** This part will cover such provisions as wage guarantees, paid holidays, paid vacations, and other miscellaneous provisions.

## Summary by Provinces

| Province                     | Agreements |    | Employees Covered |    |
|------------------------------|------------|----|-------------------|----|
|                              | No.        | %  | No.               | %  |
| Newfoundland .....           | 3          | 2  | 234               | 1  |
| New Brunswick .....          | 1          | 1  | 211               | 4  |
| Nova Scotia .....            | 1          | 1  | 150               | 1  |
| Québec .....                 | 35         | 21 | 3,700             | 1  |
| Ontario .....                | 67         | 39 | 8,755             | 4  |
| Saskatchewan .....           | 3          | 2  | 266               | 1  |
| British Columbia .....       | 4          | 2  | 814               | 1  |
| More than one province ..... | 56         | 33 | 7,394             | 34 |
| Total .....                  | 170        |    | 21,524            |    |

## Summary by Industrial Distribution

| Industry                            | Agreements |   | Employees Covered |   |
|-------------------------------------|------------|---|-------------------|---|
|                                     | No.        | % | No.               | % |
| Foods and beverages .....           | 18         |   | 706               |   |
| Textiles and clothing .....         | 5          |   | 264               |   |
| Primary metals .....                | 11         |   | 1,682             |   |
| Metal fabricating .....             | 13         |   | 484               |   |
| Transportation equipment .....      | 19         |   | 3,532             |   |
| Printing and publishing .....       | 22         |   | 3,366             |   |
| Paper products .....                | 32         |   | 2,204             |   |
| Machinery .....                     | 13         |   | 1,228             |   |
| Electrical products .....           | 22         |   | 7,440             |   |
| Non-Metallic mineral products ..... | 3          |   | 103               |   |
| Rubber products .....               | 3          |   | 124               |   |
| Others .....                        | 9          |   | 391               |   |
| Total .....                         | 170        |   | 21,524            |   |

## Term of Agreement

| Provision             | Agreements |    | Employees Covered |    |
|-----------------------|------------|----|-------------------|----|
|                       | No.        | %  | No.               | %  |
| Under 15 months ..... | 6          | 4  | 217               | 1  |
| 15-20 months .....    | 2          | 1  | 50                | —  |
| 21-26 months .....    | 86         | 51 | 8,062             | 37 |
| 27-32 months .....    | 17         | 10 | 4,696             | 22 |
| 33 and more .....     | 59         | 34 | 8,499             | 39 |
| Total .....           | 170        |    | 21,524            |    |

## Union Security

| Provision   | Agreements |    | Employees Covered |    |
|---|------------|----|-------------------|----|
|   | No.        | %  | No.               | %  |
| No provision regarding union membership as a condition of employment..... | 47         | 28 | 10,003            | 46 |
| Union shop.....   | 43         | 25 | 4,442             | 21 |
| Modified union shop.....  | 59         | 35 | 5,179             | 24 |
| Maintenance of membership for present and future employees.....           | 21         | 12 | 1,900             | 9  |
| Total .....   | 170        |    | 21,524            |    |

## Check-off

| Provision  | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision .....   | 10         | 6  | 748               | 3  |
| Provision for check-off (Other than Rand Formula).....     | 111        | 65 | 12,054            | 56 |
| Compulsory check-off for all employees (Rand Formula)..... | 49         | 29 | 8,722             | 41 |
| Total .....  | 170        |    | 21,524            |    |

## Seniority on Promotion

| Provision                | Agreements |    | Employees Covered |    |
|--------------------------|------------|----|-------------------|----|
|                          | No.        | %  | No.               | %  |
| No provision .....       | 16         | 9  | 1,926             | 9  |
| Straight seniority ..... | —          | —  | —                 | —  |
| Other .....              | 154        | 91 | 19,598            | 91 |
| Total .....              | 170        |    | 21,524            |    |

## Seniority on Layoff

| Provision                | Agreements |    | Employees Covered |    |
|--------------------------|------------|----|-------------------|----|
|                          | No.        | %  | No.               | %  |
| No provision .....       | 3          | 1  | 270               | 1  |
| Straight seniority ..... | 23         | 14 | 3,716             | 17 |
| Other .....              | 144        | 85 | 17,538            | 82 |
| Total .....              | 170        |    | 21,524            |    |

## Recall Procedure

| Provision                            | Agreements |    | Employees Covered |    |
|--------------------------------------|------------|----|-------------------|----|
|                                      | No.        | %  | No.               | %  |
| No provision .....                   | 15         | 9  | 1,613             | 8  |
| In the inverse order of layoff ..... | 22         | 13 | 3,730             | 17 |
| Other .....                          | 133        | 78 | 16,181            | 75 |
| Total .....                          | 170        |    | 21,524            |    |

## Bumping Rights

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 103        | 61 | 10,683            | 50 |
| Provision exists ..... | 67         | 39 | 10,841            | 50 |
| Total .....            | 170        |    | 21,524            |    |



## Retention of Seniority During Layoff

| Provision                                       | Agreements |    | Employees Covered |    |
|---|------------|----|-------------------|----|
|   | No.        | %  | No.               | %  |
| No provision.....                               | 25         | 15 | 1,357             | 6  |
| 12 months or less.....                          | 48         | 28 | 2,940             | 14 |
| More than 12 months.....                        | 30         | 18 | 4,595             | 21 |
| Graduated according to length of service.....   | 58         | 34 | 11,342            | 53 |
| Other (length not specified or indefinite)..... | 9          | 5  | 1,290             | 6  |
| Total .....                                     | 170        |    | 21,524            |    |

## Seniority for Union Officials

| Provision                        | Agreements |    | Employees Covered |    |
|----------------------------------|------------|----|-------------------|----|
|                                  | No.        | %  | No.               | %  |
| No provision.....                | 115        | 68 | 12,774            | 59 |
| Special seniority provision..... | 55         | 32 | 8,750             | 41 |
| Total .....                      | 170        |    | 21,524            |    |

## Notice of Layoff

| Provision            | Agreements |    | Employees Covered |    |
|----------------------|------------|----|-------------------|----|
|                      | No.        | %  | No.               | %  |
| No provision.....    | 54         | 32 | 3,095             | 14 |
| 1 week or less.....  | 42         | 25 | 7,593             | 35 |
| 2 weeks.....         | 42         | 25 | 4,345             | 20 |
| 3 weeks.....         | 2          | 1  | 61                | —  |
| 4 weeks or more..... | 17         | 10 | 1,194             | 6  |
| Graduated.....       | 1          | 1  | 41                | —  |
| Other.....           | 12         | 7  | 5,195             | 24 |
| Total .....          | 170        |    | 21,524            |    |

## Posting of Job Vacancies

| Provision             | Agreements |    | Employees Covered |    |
|-----------------------|------------|----|-------------------|----|
|                       | No.        | %  | No.               | %  |
| No provision.....     | 43         | 25 | 4,955             | 23 |
| Provision exists..... | 127        | 75 | 16,569            | 77 |
| Total .....           | 170        |    | 21,524            |    |

## Distribution of Work

| Provision  | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision.....  | 162        | 95 | 20,892            | 97 |
| Provision with respect to change in hours of work or job during slack periods..... | 8          | 5  | 632               | 3  |
| Total .....  | 170        |    | 21,524            |    |

## Severance Pay and S.U.B.

| Provision  | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision.....  | 95         | 56 | 7,086             | 33 |
| Severance pay—benefits specified in agreement (No S.U.B.)..... | 58         | 34 | 9,995             | 46 |
| S.U.B. with severance pay.....                                 | 6          | 4  | 948               | 4  |
| S.U.B. plans without severance pay.....                        | 11         | 6  | 3,495             | 16 |
| Total .....  | 170        |    | 21,524            |    |

## Grievance Procedure

| Provision                      | Agreements |    | Employees Covered |    |
|--------------------------------|------------|----|-------------------|----|
|                                | No.        | %  | No.               | %  |
| Initial presentation           |            |    |                   |    |
| Employees.....                 | 6          | 4  | 286               | 1  |
| Union steward.....             | 12         | 7  | 1,518             | 7  |
| Employee with or without union |            |    |                   |    |
| Steward.....                   | 101        | 59 | 13,354            | 62 |
| Union.....                     | 16         | 9  | 1,765             | 8  |
| Grievance committee.....       | 35         | 21 | 4,601             | 21 |
| Total .....                    | 170        |    | 21,524            |    |

## Special procedure in dismissal cases

|                       |     |    |        |    |
|-----------------------|-----|----|--------|----|
| No provision.....     | 67  | 39 | 6,832  | 32 |
| Provision exists..... | 103 | 61 | 14,692 | 60 |
| Total .....           | 170 |    | 21,524 |    |

## Compensation for Grievance Work

| Provision             | Agreements |    | Employees Covered |    |
|-----------------------|------------|----|-------------------|----|
|                       | No.        | %  | No.               | %  |
| No provision.....     | 84         | 49 | 6,988             | 32 |
| Provision exists..... | 86         | 51 | 14,536            | 68 |
| Total .....           | 170        |    | 21,524            |    |

## Arbitration—No. of Arbitrators

| Provision                 | Agreements |    | Employees Covered |    |
|---------------------------|------------|----|-------------------|----|
|                           | No.        | %  | No.               | %  |
| 1 arbitrator.....         | 40         | 24 | 4,782             | 22 |
| Panel of arbitrators..... | 117        | 68 | 14,264            | 66 |
| Other .....               | 13         | 8  | 2,478             | 12 |
| Total .....               | 170        |    | 21,524            |    |

## Normal Work Week

| Provision         | Agreements |    | Employees Covered |    |
|-------------------|------------|----|-------------------|----|
|                   | No.        | %  | No.               | %  |
| No provision..... | 2          | 1  | 113               | 1  |
| 5 days.....       | 167        | 98 | 21,401            | 99 |
| 6 days.....       | 1          | 1  | 10                |    |
| Total .....       | 170        |    | 21,524            |    |

## Daily Hours

| Provision                   | Agreements |    | Employees Covered |    |
|-----------------------------|------------|----|-------------------|----|
|                             | No.        | %  | No.               | %  |
| No provision.....           | 1          | 1  | 10                | —  |
| 6 hours and 30 minutes..... | 1          | 1  | 220               | 1  |
| 6 hours and 45 minutes..... | 5          | 3  | 142               | 1  |
| 7 hours.....                | 41         | 24 | 4,040             | 19 |
| 7 hours and 15 minutes..... | 23         | 14 | 1,307             | 6  |
| 7 hours and 30 minutes..... | 69         | 41 | 10,700            | 50 |
| 7 hours and 45 minutes..... | 6          | 4  | 769               | 4  |
| 8 hours.....                | 21         | 12 | 3,837             | 18 |
| Other .....                 | 4          | 2  | 499               | 2  |
| Total .....                 | 170        |    | 21,524            |    |

## Weekly Hours

| Provision                    | Agreements |    | Employees Covered |    |
|------------------------------|------------|----|-------------------|----|
|                              | No.        | %  | No.               | %  |
| Weekly hours not stated..... | 1          | 1  | 10                | —  |
| 32 hours and 30 minutes..... | 1          | 1  | 220               | 1  |
| 33 hours and 45 minutes..... | 5          | 3  | 142               | 1  |
| 35 hours.....                | 41         | 24 | 4,040             | 19 |
| 36 hours and 15 minutes..... | 23         | 14 | 1,307             | 6  |
| 37 hours and 30 minutes..... | 69         | 41 | 10,700            | 50 |
| 38 hours and 45 minutes..... | 6          | 4  | 769               | 4  |
| 40 hours.....                | 21         | 12 | 3,837             | 18 |
| Other .....                  | 4          | 2  | 499               | 2  |
| Total .....                  | 170        |    | 21,524            |    |



## Certification

The Canada Labour Relations Board met for three days during October. It granted eight applications for certification, rejected three and permitted the withdrawal of two. During the month the Board received 15 applications for certification and one request for review of an earlier decision.

### Applications for certification granted

Transportation-Communication Division of Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, System Division No. 7, on behalf of a unit of clerical and telegraph employees employed in the Centralized Agency Service of the Northern Alberta Railways Company, Edmonton, Alta. (LG, Aug., p. 549).

Le Syndicat National des Employés de l'Aluminium de Baie Comeau, by way of amendment to an existing Order of Certification affecting a unit of longshoremen and dock workers employed by La Société Canadienne des Métaux Reynolds Limitée—Canadian Reynolds Metals Company Limited, Baie Comeau, Que. The Board found that only a change in the name of the employer, formerly the Canadian British Aluminium Company Limited, had occurred (LG, Oct., p. 691).

International Association of Machinists and Aerospace Workers on behalf of a unit of employees employed in Canada in the mechanical, purchasing and stores, commissary-catering and cabin service departments of Wardair Canada Ltd., Edmonton, Alta. (LG, Oct., p. 691).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of licensed officers employed by the Canadian National Railway Company in its Sarnia-Port Huron car ferry service (LG, Nov., p. 746).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed employees employed by the Canadian National Railway Company in its Sarnia-Port Huron car ferry service (LG, Nov., p. 746).

Air Line Employees Association, International, on behalf of a unit of ramp, ticket and freight office employees of Hughes Air Corp. doing business as Air West San Francisco, Calif., working at the Calgary International Airport (LG, Dec., p. 801).

General Drivers, Warehousemen and Helpers, Local Union 979, International Brotherhood of Teamsters Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of yard maintenance employees and city drivers employed by Imperial Roadways Limited at its Winnipeg premises (LG, Dec., p. 801).

General Drivers Union Local No. 989, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of security guards employed by Atomic Energy of Canada Limited, Ottawa, Ont., at its Chalk River Nuclear Laboratories (LG, Dec., p. 801).

### Applications for certification rejected

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Doman-Marpole Transport Limited, Vancouver, B.C., respondent. The Board found that the road transport operations of the employer as now carried on are not a federal work or undertaking within the meaning of the Canada Labour Code, Part V (LG, Oct., p. 691).

United Brotherhood of Carpenters and Joiners of America, Local 1325, applicant, and Solar Construction Northern Limited, Edmonton, Alta., respondent. The Board found that one of the two employees comprising the proposed bargaining unit was a superintendent employed in a managerial capacity outside the scope of the Canada Labour Code and that the remaining employee

the unit did not constitute a group of employees appropriate for collective bargaining within the meaning of the Code (LG, Nov., p. 747).

Public Service Alliance of Canada, applicant, and Defence Construction (1951) Limited, Ottawa, Ont., respondent. The Board found that the employees in the proposed bargaining unit are no longer employees of Defence Construction (1951) Limited, having been transferred to the staff of the Department of National Defence. The Board's decision affects operations and maintenance employees working at D.N.D. sites at Penfold, Shilo, Camp Borden and Debert (LG, Dec., p. 501).

#### **Request for review under Section 163(2)**

The Board received a request from Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, for the amendment of its Order of June 4, 1971 (LG, March, p. 193, Aug., p. 48) which certified the said Local 106 as bargaining agent of a unit of employees of Voyageur (1969) Inc., of Montreal, Que., comprising all drivers excluding recall drivers and drivers on the company's Abitibi region payroll. The union requested the Board to reconsider its decision of June 4, 1971, and revoke the exclusion of the recall and Abitibi region drivers.

#### **Applications for certification received**

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Merchants' Speedy Delivery Ltd., Windsor, Ont. (application withdrawn during month, see below).

International Association of Machinists and Aerospace Workers on behalf of a unit of maintenance employees of Lufthansa German Airlines, Toronto, Ont., employed at Montreal International Airport, Dorval, Que. (Investigating Officer: K. Hulse).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CKCH Radio Ltée, Hull, Que. (Investigating Officer: G. A. Plante).

International Association of Machinists and Aerospace Workers on behalf of a unit of office and clerical employees of Crawley & McCracken Company Limited

employed in the performance of its catering contract with the Quebec North Shore & Labrador Railway, at Sept Isles, Que. (Investigating Officer: Miss M.-P. Bigras).

International Association of Machinists and Aerospace Workers on behalf of a unit of food preparation and handling employees of Crawley & McCracken Company Limited employed in the performance of its catering contract with the Quebec North Shore & Labrador Railway at Sept Isles, Que. (Investigating Officer: Miss M.-P. Bigras).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters and apprentices employed by Plains Dresser Limited, Calgary, Alta., in the Northwest Territories (Investigating Officer: A. E. Koppel).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of maintenance department stockroom employees employed by Maislin Transport Limited, Ville La Salle, Que. (Investigating Officer: Miss M.-P. Bigras).

Teamsters, Chauffeurs, Warehousemen and Helpers Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of McFalls Cartage Limited, London, Ont. (Investigating Officer: K. Hulse).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers employed by P. Dickson Trucking Limited, West Vancouver, B.C. (Investigating officer: A. A. Franklin).

Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and helpers employed by Western Crating & Moving Limited, Montreal, Que. (Investigating Officer: M. Archambault).

Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of operating and maintenance employees employed by A. & F. Baillargeon Express Inc., Montreal, Que. (Investigating Officer: M. Archambault).



Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Murphy Oil Quebec Limited, Montreal, Que. (Investigating Officer: M. Archambault).

International Longshoremen's Association, Local 1932, on behalf of a unit of dockworkers employed at the Port of Montreal, Que., by Terminus Maritime Inc. (Investigating Officer: S. T. Payne).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Roberval Express Ltd., Chambord, Que., employed in its Metropolitan Toronto operations (Investigating Officer: H. A. Fisher).

J. Kearns Transport Ltd. Drivers Association on behalf of a unit of truck drivers employed by Maccam Transport Ltd., Moose Jaw, Sask. (Investigating Officer: A. E. Koppel).

#### **Applications for certification withdrawn**

Teamsters, Chauffeurs, Warehousemen and Helpers Local 880, International Brotherhood of Teamsters Chauffeurs, Warehousemen and Helpers of America applicant, and Merchants' Speedy Delivery Ltd., Windsor, Ont., respondent (see also Applications for Certification Received, above).

Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Voyageur (1969) Inc. Montreal, Que., respondent (cashiers and ticket sellers or agents—Abitibi Division) (LG, Dec., p. 801).

## **Conciliation**

During October the Minister of Labour appointed conciliation officers to deal with the following disputes:

La Compagnie de Radiodiffusion de Matane Ltée, Matane (Québec) and the National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

The Essex Terminal Railway Company, Windsor, Ont., and The General Committee for Canada of the Brotherhood of Maintenance of Way Employees (Conciliation Officer: A. R. Gibbons).

The British Yukon Railway Company, Vancouver, B.C., and Building Material, Construction and Fuel Truck Drivers union, local 213 (Conciliation Officer: D. H. Cameron).

Air Canada, Montreal, Qué., and Canadian Air Line Employees' Association (Conciliation Officer: G. R. Doucet).

Radio Drummond Ltée, Drummondville, Qué., and the Syndicat général des communications (Section CHRD) (Conciliation Officer: M. Archambault).

St. Lawrence Stevedoring Company Limited, Montréal, Qué., Montréal Stevedoring Corporation, Montréal, Qué., and the Oil, Chemical and Atomic Workers International Union, Local 9-102 (Conciliation Officer: M. Archambault).

nadian Transit Company, Windsor, Ont., and Team-  
rs, Chauffeurs, Warehousemen and Helpers, Local  
0 (Conciliation Officer: K. Hulse).

instor Transport Co. Ltd., Richmond Hill, Ont., and  
arehousemen and Miscellaneous Drivers, Local 419  
onciliation Officer: H. A. Fisher).

#### **Settlements by conciliation officers**

he Essex Terminal Railway Company, Windsor, Ont.,  
d The Central Committee for Canada of the Broth-  
hood of Maintenance of Way Employees (Concilia-  
on Officer: A. R. Gibbons) (see above).

adio-Etchemin Inc. (CFLS), Levis, Qué., and le Syndi-  
t des employés de Radio-Etchemin (CFLS) CSN  
onciliation Officer: S. T. Payne) (LG, Dec., p. 802).

he St. Lawrence Seaway Authority (Engineering  
anch) and Public Service Alliance of Canada (Conci-  
ation Officer: H. A. Fisher) (LG, Nov., p. 749).

aurice Guillemette Inc., St-Grégoire, Cté Nicolet,  
ué., and Local 298, Canadian Brotherhood of Rail-  
ay, Transport and General Workers (Conciliation Of-  
er: M. Archambault) (LG, Nov., p. 749).

. M. Trimble & Sons Ltd., Calgary, Alta., and Cana-  
an Brotherhood of Railway, Transport and General  
orkers (Conciliation Officer: D. H. Cameron) (LG,  
ov., p. 749).

rovost Cartage Inc., Ville D'Anjou, Qué., and Associ-  
ion of Employees of Provost Cartage Inc. (Concilia-  
on Officer: M. Archambault) (LG, Oct., p. 692).

ukon Builders' Exchange and Contractors' Associ-  
tion (representing General Enterprises Ltd.; G. W. Le-  
ingham (Yukon) Ltd.; Humphrey Construction Ltd.;  
awson Construction Ltd.; 918 Construction Ltd., and  
iard Construction Ltd.), Whitehorse, Y.T., and Team-  
er Union, Local 213 (Conciliation Officer: G. W. Ro-  
ers) (LG, Aug., p. 546).

Yukon Construction Company Ltd., Whitehorse, Y.T.,  
and United Brotherhood of Carpenters and Joiners of  
America, Local 2499 (Conciliation Officer: G. W. Ro-  
gers) (LG, July, p. 478).

#### **Conciliation board appointed**

Atomic Energy of Canada Limited, Chalk River, Ont.,  
and Local 404, Office and Professional Employees In-  
ternational Union (LG, Oct., p. 692).

#### **Conciliation boards fully constituted**

The Board of Conciliation and Investigation established  
to deal with a dispute between Consolidated Aviation  
Fueling of Toronto Ltd., Toronto International Airport,  
and District Lodge 717, International Association of  
Machinists and Aerospace Workers (LG, Dec., p. 803)  
was fully constituted with the appointment of Cleve  
Kidd of Toronto as chairman. Mr. Kidd was appointed  
by the Minister on the joint recommendation of the  
other two members of the Board, company nominee  
Warren K. Winkler, Toronto, and union nominee W.  
Carson, Dundas, Ont.

The Board of Conciliation and Investigation established  
to deal with a dispute between Royal Canadian Mint,  
Ottawa, Ont., and Public Service Alliance of Canada  
(LG, Dec., p. 803) was fully constituted with the ap-  
pointment of Judge James L. Lunney of North Bay.  
Judge Lunney was appointed by the Minister on the  
joint recommendation of the other two members of the  
Board, company nominee Guy Coderre and union  
nominee Arthur Kubé, both of Ottawa.

The Board of Conciliation and Investigation established  
to deal with a dispute between Alaska Trainship Corpo-  
ration and Seafarers' International Union of Canada  
(LG, Nov., p. 749) was fully constituted with the ap-  
pointment of B. W. Dysart of Victoria. Mr. Dysart was  
appointed by the Minister in the absence of a joint rec-  
ommendation from the other two members of the  
Board, company nominee R. A. Mahoney, and union  
nominee John Brown, both of Vancouver.



The Board of Conciliation and Investigation established to deal with a dispute between Nordair Limited, Montréal International Airport, and Canadian Air Line Pilots Association (LG, Nov., p. 749) was fully constituted with the appointment of Professor Perry Meyer of Montréal. Professor Meyer was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Brian Mulrooney, and union nominee Stanley H. Hartt, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Lake Carriers Association (representing certain member companies) and Canadian Marine Officers Union (LG, Nov., p. 750) was fully constituted with the appointment of Stanley H. Hartt of Montréal as chairman. Mr. Hartt was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee D. J. MacSween, and union nominee Bernard Boulanger, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (LG, Oct., p. 692) was fully constituted with the appointment of Roland Tremblay of St-Jean, Québec. Mr. Tremblay was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Raymond Caron, Montréal, and union nominee W. Frank Chafe, of Ottawa.

#### **Conciliation board reports received**

Northern Industrial Carriers Limited, Edmonton, Alta., and General Teamsters, Local 362, and General Truck Drivers and Helpers, Local 31 (LG, Nov., p. 750). (Full text appears in Supplement No. 7, 1971).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Brotherhood of Railway, Transport and General Workers (LG, Nov., p. 750). (Full text appears in Supplement No. 7, 1971).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Merchant Service Guild (LG, Nov., p. 750). (Full text appears in Supplement No. 7, 1971).

#### **Settlements reached at CB stage**

La Compagnie de Radiodiffusion CKCH de Hull Limitée, Hull, Qué., and National Association of Broadcast Employees and Technicians (LG, Dec., p. 803).

Charterways Co. Limited, Windsor, Ont., (formerly known as Skinner School Bus Lines (St. Thomas) Limited) and Amalgamated Transit Union, Division 141 (LG, Oct., p. 693).

Pacific Western Airlines Limited, Vancouver International Airport and Canadian Air Line Pilots Association (settlement reached with the mediation assistance of D. H. Cameron) (LG, Oct., p. 693).

#### **Settlement after board procedure**

The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (LG, Nov., p. 750).

#### **Settlement before board fully constituted**

National Harbours Board, Port of Vancouver, and Vancouver Harbour Employees' Association, Local 517-I.L.W.U. (settlement reached with mediation assistance of D. S. Tysoe) (LG, Nov., p. 749).

#### **Settlement reached by mediation**

Motor Transport Industrial Relations Bureau of Ontario (Inc), Rexdale, Ont. (representing various trucking companies) and Teamster Locals 91, 141, 879, 880 and 938 (representing drivers and maintenance employees) (settlement reached with joint mediation assistance of W. P. Kelly and W. H. Dickie) (LG, Dec. p. 803).

#### **Strike terminated**

Channel Seven Television limited (CJAY-TV) Winnipeg, Man., and National Association of Broadcast Employees and Technicians (Strike terminated October 2 after mediation assistance had been provided by J. S. Gunn) (LG, Sept., p. 629).



## Railway arbitration

Twelve cases were heard by the Canadian Railway Office of Arbitration in Montreal on September 14 and 15, 1971. Grievances were dismissed in 11 cases and one grievance was allowed.

### **Case No. 296. Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Locomotive Engineers over demerit marks assessed to an engineman.**

The engineman, assigned to the spare board, was called for relief duty on a work train located at the "end of steel" on a construction project. He booked off as unfit for duty and was assessed 35 demerit points for doing so as he was clearly fit for duty. What he did, in effect, was to refuse to perform an assignment that it was his turn to accept. The arbitrator said that it was "quite improper for him to seek simply to opt out of work which he found less desirable, and to leave it to the next man on the list." The arbitrator said that the engineman was not entitled to refuse the assignment and he dismissed the grievance.

### **Case No. 297. Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Locomotive Engineers over demerit marks assessed to an engineman.**

The engineman was instructed by the foreman in charge of the yard crew to place piggyback trailer cars in a place where they could be unloaded. He refused to do so claiming that, because there was a caboose coupled to the trailer cars, he was prohibited by company regulations from performing "unnecessary switching" with a caboose. As a result, the placing of the trailers were delayed and the engineman was given 15 demerit marks.

The arbitrator said that even though the order might have been a questionable one, it was not "so clearly wrong that the grievor was justified in refusing it." It was up to the yard foreman in this case to decide on the appropriateness or efficacy of switching moves. Although he sympathized with the actions of the engineman, the arbitrator said that he was not justified in refusing the yard foreman's instruction. The grievance was dismissed.



**Case No. 298. Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over demerit marks assessed for "conduct unbecoming a company employee."**

The driver-warehouseman called the railway office from the premises of a customer and was given some instructions about other work that he was to do. The driver objected and may have used obscene language in doing so. He returned to the railway office where there was an exchange of words between himself and the station agent. The grievor did use obscene terms and questioned the agent's ability to carry out his work. The arbitrator said that the driver's behavior was clearly subject to the discipline of 15 demerit marks. He dismissed the grievance.

**Case No. 299. Dispute between CP Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over preparatory duties of truck drivers.**

The union contended that the fueling and oiling of trucks are not normal preparatory duties to be performed by mileage-rated drivers and that the drivers should be paid for 15 minutes at the work-time rate for each day that they have to add fuel or oil to their vehicles. The arbitrator agreed with the company saying that "filling up the tank of one's own vehicle, and adding oil where necessary, are obviously preparatory duties to the regular operation of the vehicle and must, in the regular course of work, be regarded as normal." In any case, these duties are paid for at the mileage rate of pay. He dismissed the grievance.

**Case No. 300. Dispute between CP Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the rate of pay for extra unassigned work.**

Three mileage-rated employees accepted work at a terminal on their assigned rest day. The union contended that they should have been paid at the rate of time and a half. By working on their rest day, the men worked more than 40 hours or five days in the workweek. This situation, the agreement says, qualifies the men for overtime rates. The work was not mileage-rated work so the men were paid at the warehouseman-driver's straight-time rate. The arbitrator said that where hourly rates apply, hourly conditions apply and since the men were working on a sixth day of a workweek, they "were entitled to payment at penalty rates." He allowed the grievance.

**Case No. 301. Dispute between CP Rail and the Brotherhood of Maintenance of Way Employees over remuneration to a machine operator who was called back from layoff and later laid off again.**

A machine operator was recalled to work from layoff and was again laid off after 16 days of work. The union contended that he should have been paid for another 14 days to make up a full 30 days of employment. The company said that the collective agreement does not guarantee employment for any specified period of time.

When he was called in, the machine operator was told that the work available was expected to last for one to two months. It did not and the arbitrator found that the agreement does not require the company to guarantee 30 days of work. He said that guaranteed employment is the sort of matter that should be expressly stated in the agreement but he could not find such a statement. He therefore dismissed the grievance.

**Case No. 302. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the firing of a steward-waiter.**

On a day when the steward-waiter was on duty in a Café Bar Car, a passenger reported that he lost four rail tickets in that car. Three days later, the tickets were presented for refund at a ticket office. Two members of the sales staff identified the steward-waiter as the person who turned in the tickets for refund. After a hearing, the grievor was discharged. The union asked for his reinstatement. The two members of the sales staff said that the grievor presented the tickets and gave a false name and address. The name did not appear in the city directory and the address did not exist. The arbitrator said that looking at the evidence, the steward-waiter was guilty of fraudulently returning the four tickets. He agreed with the company's action and dismissed the grievance.

**Case No. 303. Dispute between the Québec North Shore and Labrador Railway and the Brotherhood of Locomotive Engineers over the suspension of an engineer.**

The engineer was suspended for six months for passing a stop signal when he was in charge of an ore train. That he did pass the stop signal is not denied but the union appealed the suspension. The engineer was told that the train was hard to brake and that the speed recorder was not accurate. But the fact remains that the engineer did pass a stop signal and the arbitrator said that "it seems clear that this was by reason of an error in judgment on his (the engineer's) part." An inspection later showed that one of 105 cars had faulty brakes but this should not have caused great difficulty in stopping the train. The violation was not caused by faulty equipment, the arbitrator concluded. It was the grievor's fault and therefore he was subject to discipline. The arbitrator dismissed the grievance.

**Case No. 304. Dispute between CP Rail and the United Transportation Union over payment to a crew for switching service.**

A conductor and crew were in straightaway service but were required to switch a diesel engine before leaving on their assignment. But because their own engine broke down before their train was to leave, the assignment was cancelled 2 and  $\frac{3}{4}$  hours after it began. The crew submitted a claim for eight hours at yard rates. The company paid 100 miles at through freight rates. The arbitrator said that the class of service for which they were called was the class of service to which through freight rates would apply. Thus, the conductor and crew "were entitled to be paid not less than 100 miles at through freight rates for the day in question." He said that the switching that the crew was required to do was a proper part of their work and that the class of service for which employees are called, even though they do not perform it, determines the rate of their minimum payment. The guarantee applicable here, he said, is one of a minimum of 100 miles at through freight rates. He dismissed the grievance.

**Case No. 305. Dispute between CP Rail and the United Transportation Union over doubling a train.**

On various trips on a line, trains stalled at a certain point and the crews doubled their train beyond that point to another station. The crews claimed the actual miles run between the two points and time at the two points (as turn-around points). The company allowed

the actual mileage run but declined the other claims, contending that doubling had been performed between the two points and that payment was consistent with a provision in the agreement. The union contended that the situation was covered by another clause in the agreement.

The train had stalled and, in order to proceed with the power available, it was necessary to move it forward in more than one part. Because of the size of the train, it was impractical to leave the first half at the first station while the second half was brought up. The double in question, said the arbitrator, may have been in some degree abnormal in that the train was taken, in parts, beyond the first available siding. But the double "comes plainly" under the article upon which the company based its payment. He therefore dismissed the grievance.

**Case No. 306. An ex parte dispute between CP Rail and the United Transportation Union over the picking up of equipment by a work train.**

Work train crews were required each day, en route to their first working point, to stop and pick up a spreader and certain employees. And each night, they stopped to drop off the spreader and the employees. The crews claimed that this stop was the first point of work and last point of work each day. The arbitrator said that the agreement considers that the working point is where work actually begins. Picking up equipment or crews to perform work "is not the same thing as the performance of work itself." He dismissed the grievance.

**Case No. 307. Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the requirement for typists to take further training.**

The company required that transcription typists take training to operate a switchboard. The union protested, asking that the employees not be required to take the training. The arbitrator said that "it is obviously to the advantage both of employees and of the company that employees develop the skills necessary for other jobs, whether higher-paying or not." The agreement, he said, "quite plainly contemplates that the company may require an employee to take training, and in such a case, as in the circumstances of this case, he must be paid for doing so." He found no violation of the agreement and dismissed the grievance.



## Decisions of the umpire

**CUB 3002:** The claimant submitted a claim for benefit stating that his last job had been as a floor manager with a private club. It ended for the following reason: **"I was fired because I was involved in trying to introduce a union into the club."** The employer notified the area office of the Commission that the claimant was no longer employed in their service because of his unlawful union activities.

The claimant advised the office that during and after his working hours, as well as during his breaks, he had questioned employees of the Club as to whether they favoured the establishment of a union on the premises and had had those who were interested sign a membership form. The claimant added that no one had spoken to him about these union activities.

The employer later told the area office that the claimant wanted to unionize the club and for this purpose he spoke "for hours during working hours" with the employees. Consequently, the claimant did not complete his work and prevented his companions from doing theirs. According to the employer, this situation had been going on for two weeks when the claimant was fired.

The insurance officer advised the claimant that he had been disqualified from receiving benefit for five weeks because he had lost his job "with cause," because of his own misconduct.

In his appeal to the Board of Referees, the claimant stated among other things that he found it unfair that the employer should dismiss him and report him to the area office for misconduct, "especially without notifying

him in advance." The claimant added that he had been working at the club for nearly three years; that he was not aware that "discussing (the union) during working hours with other employees was a crime ..." and that the employees of eight other clubs in the chain were unionized. The claimant concluded his remarks by saying that, in addition to having lost his job, he "did not understand" why he was being "punished" by the Commission.

The claimant admitted to the Board of Referees that he had discussed the union with his co-workers during working hours. He denied the employer's statements to the effect that he did this for hours at a time, that he did not do his work and that he prevented the others from doing theirs during the two weeks which preceded his dismissal. The claimant maintained that he had begun discussing the subject of the union about one week before his dismissal. He admitted also that he had distributed membership forms to those who were interested in joining.

In view of the documents on file, the verbal statements of the claimant and section 5, Chapter II of the provincial Labour Code, **the Board of Referees decided by a majority vote to dismiss the appeal.** The section in question reads as follows: "No person, in the name or on behalf of an association of employees, shall, during working hours, solicit an employee to join an association."

The claimant appealed to the Umpire. He then said that when he had begun discussing the union, "the employees had already been talking about it for several months." The claimant stated also that the club manager was refusing to give him good references and that to date he had been unable to find another job.

The umpire said that, although the claimant was guilty of misconduct within the meaning of the Labour Code, "I must take into consideration certain factors such as his dismissal without being given prior notice to cease all solicitation during work and the fact that, as a consequence, he has already been punished severely enough. Thus, **while upholding the decision of the Board of Referees, which quite rightly confirmed his disqualification from receiving benefit, I am reducing the period of disqualification to two weeks.**"

# Publications in the library

st No. 274

ne publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

## Business

**No. 1—Conference Board. Canadian Office.** Relocation expenses in Canada, by William H. Terry. Montreal, 1970. 32p.

**No. 2—Conference Board.** Tax-exempt business enterprise—its extent and impact on tax revenues, by Bernard A. Gelb. New York, 1971. vi, 89p.

**No. 3—Conference Board. Canadian Office.** Company contributions in Canada, 1969, by Richard A. Hopkinson. Montreal, 1971. 13p.

**No. 4—Greene, Mark Richard.** Insurance and risk management for small business. 2d ed. Washington G.P.O., 1970] 72p.

## Collective bargaining

**No. 5—Conference on Collective Bargaining and Dispute Settlement Procedures in the Public and Private Sectors; a Review and Evaluation, University of Hawaii, 1969.** Proceedings of conference, July 31, 1969, Honolulu, Hawaii. Edited by Harold S. Roberts and John B. Ferguson. Honolulu, Labor-Management Education Program, University of Hawaii, 1970. xi, 79p.

**No. 6—Panton, Keith St. Elmo.** The development and impact of collective bargaining in the bauxite and

alumina industry in Jamaica, 1952-1968. [Ann Arbor, Mich., University Microfilms, 1971] xii, 308p. Thesis (Ph.D.)—Washington State University, 1970.

**No. 7—U.S. Bureau of Labor Statistics.** Characteristics of agreements covering 5,000 workers or more. Washington [G.P.O., 1971] 81p.

## Corporations

**No. 8—The International corporation; a symposium,** edited by Charles P. Kindleberger. Cambridge, Mass., M.I.T. Press [1970] vii, 415p. Papers given at a symposium in the M.I.T. Sloan School of Management.

**No. 9—The multinational corporation in the world economy; direct investment in perspective.** Edited by Sidney E. Rolfe [and] Walter Damm. Foreword by David M. Kennedy. Introd. by C. Douglas Dillon [and] Neil H. McElroy. New York, Praeger [1970] xxix, 169p. Published for the Atlantic Institute, The Committee for Atlantic Economic Co-operation, and The Atlantic Council of the United States.

## Economic conditions

**No. 10—Organization for Economic Co-operation and Development. Working Party on Policies for Regional Development.** The regional factor in economic development: policies in fifteen industrialized OECD countries. [Paris, 1970] 125p.

**No. 11—Pal, Izzud Din., ed.** Canadian economic issues: introductory readings. [Toronto] Macmillan of Canada, 1971. 630p.

**No. 12—U.S. Federal Trade Commission. Bureau of Economics.** Economic papers, 1966-69. [Washington, G.P.O., 1970] v, 313p.

## Education

**No. 13—Organization for Economic Co-operation and Development. Directorate for Scientific Affairs.** Occupational and educational structures of the labour force and levels of economic development. [Paris, 1970] 321p.

**No. 14—Committee for Economic Development.** A statement on national policy by the Research and Policy Committee. [New York] 1971. 86p.



## Industrial relations

■ **No. 15—Research Conference on Labor Relations, University of California, Los Angeles.** 13th, 1970. The generation gap implications for labor-management relations; proceedings . . . presented by the Institute of Industrial Relations in cooperation with University Extension, University of California, Los Angeles. Los Angeles, Institute of Industrial Relations, University of California [1971] 32p.

■ **No. 16—Ross, Norman S.** Constructive conflict: an essay on employer-employee relations in contemporary Britain. Edinburgh, Oliver & Boyd [1969] vii, 98p.

■ **No. 17—U.S. Advisory Commission on Intergovernmental Relations.** Labor-management policies for State and local government; a Commission report. Washington [G.P.O.] 1969 [i.e. 1970] x, 263p.

■ **No. 18—U.S. Bureau of Labor Statistics.** Airline experience under the Railway labor act. Washington [G.P.O., 1971] [48]p.

## International labour organization

■ **No. 19—Jenks, Clarence Wilfred.** Social justice in the law of nations: the ILO impact after fifty years. London, New York, Oxford U.P., 1970. ix, 94p. Issued under the auspices of the Royal Institute of International Affairs.

■ **No. 20—Johnston, George Alexander.** The International Labour Organization: its work for social and economic progress. London, Europa [1970] xii, 363p.

## Labour economics

■ **21—Fisher, Malcolm Robertson.** The economic analysis of labour. London, Weidenfeld and Nicolson [1971] 303 p.

■ **No. 22—Hameed, Syed Mohammad Abdul, comp.** Labour in development: the Canadian setting (selected readings), edited by S. M. A. Hameed, J. D. Muir [and] C. B. Williams. Edmonton, Faculty of Business Administration and Commerce, University of Alberta, 1970. 312p.

■ **No. 23—Mitchell, Daniel Jesse Brody.** Essays on labor and international trade. Los Angeles, Institute of Industrial Relations, University of California [1971] 109p.

## Labour laws and legislation

■ **No. 24—Carrington, James H. H.** A critical analysis of the concept of representation under the National Labor Relations Act, as amended. [Ann Arbor, Mich., University Microfilms, 1971] 255p. Thesis (Ph.D.)—American University, 1970.

■ **No. 25—Oberer, Walter E.** The Taylor Act amendments of 1969: a primer for school personnel (and others interested in collective negotiations) by Walter E. Oberer, Kurt L. Hanslowe [and] Robert E. Doherty. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1970. iv, 52p.

■ **No. 26—U.S. National Mediation Board.** Administration of the Railway Labor Act by the National Mediation Board, 1934-1970. [Washington, G.P.O., 1970] x, 203p.

■ **No. 27—Wykstra, Ronald A.** Labor law and public policy [by] Ronald A. Wykstra [and] Eleanor V. Stevens. New York, Odyssey Press [1970] x, 451p.

## Labour organization

■ **No. 28—Graham, Harry Edward.** The paper rebellion; development and upheaval in pulp and paper unionism. Iowa City, University of Iowa Press [1970] XV, 170p.

■ **No. 29—Hoffa, James Riddle.** The trials of Jim Hoffa; an autobiography as told to Donald I. Rogers. Chicago, Henry Regnery Co. [c1970] 308p.

■ **No. 30—Lee, Joseph Shing.** An economic theory of union growth. [Ann Arbor, Mich., University Microfilms, 1970] viii, 201p. Thesis (Ph.D.)—University of Massachusetts, 1970.

■ **No. 31—Rawson, Donald William.** A handbook of Australian trade unions and employees' association [by] D. W. Rawson and Suzanne Wrightson. Canberra Australian National University, Research School of Social Sciences, Dept. of Political Science, 1970. iv, 114p.

**No. 32—Segal, Martin.** The rise of the United Association: national unionism in the pipe trades, 1884-1924. Cambridge, Wertheim Committee, Harvard University, 1970. xii, 244p.

**No. 33—U.S. Civil Service Commission. Office of Labor-Management Relations.** Union recognition in the Federal Government; statistical report and listings by agency of formal and exclusive recognitions and agreements under Executive Order 10988 as of November 1969. [Washington, G.P.O., 1970] 410p.

#### Manpower policy

**No. 34—Bartholomew, David J., ed.** Aspects of manpower planning; a volume of papers published for the Manpower Society and edited by D. J. Bartholomew and B. R. Morris. New York, American Elsevier Publishing Co., 1971. x, 130p.

**No. 35—Organization for Economic Co-operation and Development.** Manpower policy in Luxembourg. Paris, 1970] 149p.

**No. 36—Stanback, Thomas Melville.** The metropolitan economy; the process of employment expansion, by Thomas M. Stanback, Jr. and Richard V. Knight. Foreword by Eli Ginzberg. New York, Columbia University Press, 1970. xxi, 279p.

#### Marxism

**No. 37—Banks, Joseph Ambrose.** Marxist sociology in action; a sociological critique of the Marxist approach to industrial relations. London, Faber and Faber [1970] 324p.

**No. 38—McLellan, David Stanley.** Marx before Marxism. [1st U.S. ed.] New York, Harper & Row [1970] viii, 233p.

#### Professions

**No. 39—Cadres, qui êtes-vous? [Par] Michel Gabrysiak [et al.]** Paris, R. Laffont [1968] 253p.

**No. 40—Layard, P. Richard G.** Qualified manpower and economic performance; an inter-plant study in the electrical engineering industry [by] P. R. G. Layard [and others]. Reporting a project directed by Michael Hall and assisted by E. Atkins [and others. London] Allen Lane the Penguin Press [1971] x, 267p.

**No. 41—Radom, Matthew.** The social scientist in American industry; self-perception of role, motivation, and career. New Brunswick, N.J., Rutgers University Press [1970] xi, 210p.

**No. 42—Torpey, William George.** Optimum utilization of scientific and engineering manpower. [Alexandria, Va., Printed by Whittet & Shepperson] 1970. 324p.

**No. 43—U.S. Bureau of Labor Statistics.** Federal spending and scientist and engineer employment; a study in measurement. Washington [G.P.O., 1970] 46p.

**No. 44—U.S. National Science Foundation. Office of Economic and Manpower Studies.** Graduate student support and manpower resources in graduate science education, Fall 1969: an analysis of student enrolments, sources of student support, faculty, and post-doctorals in doctorate departments. [Washington, G.P.O., 1971] 84p.

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**No. 45—Conference Board.** The challenge of consumerism; a symposium. New York, 1971. iv, 90p.

**No. 46—Dunn, Robert Martin.** Canada's experience with fixed and flexible exchange rates in a North American capital market. [Washington] Canadian-American Committee [1971] xiii, 78p.

**No. 47—Enthoven, Alain C.** How much is enough? Shaping the defense program, 1961-1969 [by] Alain C. Enthoven and K. Wayne Smith. New York, Harper & Row [1971] 364p.

**No. 48—Gouvernement enterprises; a comparative study.** Edited by W. Friedmann and J. F. Garner. London, Stevens & Sons, 1970. xii, 351p. "Based on the work of a colloquium which was held at the University of Cambridge in September 1968 and organised by the United Kingdom National Committee of Comparative Law, with the assistance of the British Institute of International and Comparative Law".

**No. 49—Harbison, Frederick Harris.** Quantitative analysis of modernization and development, by Frederick H. Harbison, Joan Maruhnic [and] Jane R. Resnick. Princeton, Industrial Relations Section, Princeton University, 1970. viii, 97, iv, 224p.



# Labour Statistics

| Principal Items  | Date             | Amount  | Percentage Change         |                          |
|--|------------------|---------|---------------------------|--------------------------|
|  |                  |         | From<br>Previous<br>Month | From<br>Previous<br>Year |
|  |                  |         | (in thousands)            |                          |
| TOTAL CIVILIAN LABOUR FORCE*                                     |                  |         |                           |                          |
| Week ended September 18, 1971.....                               |                  | 8,622   | - 3.9                     | + 2.8                    |
| Employed.....  | September        | 8,188   | - 3.9                     | + 2.5                    |
| Agriculture.....   | September        | 564     | - 9.3                     | + 1.1                    |
| Non-agriculture.....   | September        | 7,623   | - 3.4                     | + 2.6                    |
| Paid workers.....  | September        | 7,107   | - 3.8                     | + 3.1                    |
| At work 35 hours or more.....                                    | September        | 6,587   | + 4.0                     | + 2.2                    |
| At work less than 35 hours.....                                  | September        | 1,240   | +14.8                     | + 2.6                    |
| Employed but not at work.....                                    | September        | 360     | -67.5                     | + 9.1                    |
| Unemployed.....  | September        | 434     | - 4.6                     | + 9.0                    |
| Atlantic.....  | September        | 44      | - 6.4                     | +25.7                    |
| Québec.....  | September        | 161     | - 3.0                     | + 9.5                    |
| Ontario.....   | September        | 132     | - 5.7                     | +15.8                    |
| Prairie.....   | September        | 47      | - 7.8                     | + 6.8                    |
| British Columbia.....  | September        | 50      | - 2.0                     | -13.8                    |
| Without work and seeking work.....                               | September        | 420     | - 3.9                     | +10.2                    |
| On temporary layoff up to 30 days.....                           | September        | 14      | -22.2                     | -17.6                    |
| INDUSTRIAL EMPLOYMENT (1961 = 100)†.....                         | July             | 130.0   | - 0.5                     | + 1.1                    |
| Manufacturing employment (1961 = 100)†.....                      | July             | 120.0   | - 3.1                     | + 2.7                    |
| IMMIGRATION.....   | 1st 6 mths. 1971 | 591.77  | —                         | -16.5                    |
| Destined to the labour force.....                                | 1st 6 mths. 1971 | 319.17  | —                         | +18.5                    |
| STRIKES AND LOCKOUTS   |                  |         |                           |                          |
| Strikes and lockouts.....  | August           | 116     | + 7.4                     | + 1.8                    |
| No. of workers involved.....                                     | August           | 28,932  | -27.8                     | -59.2                    |
| Duration in man days.....  | August           | 399,870 | +11.1                     | -35.5                    |
| EARNINGS AND INCOME  |                  |         |                           |                          |
| Average weekly wages and salaries (ind. comp.)†.....             | July             | 138.82  | + 0.8                     | + 9.3                    |
| Average hourly earnings (mfg.)†.....                             | July             | 326     | - 0.9                     | + 8.7                    |
| Average weekly hours paid†.....                                  | July             | 39.4    | - 1.3                     | + 0.5                    |
| Consumer price index (1961 = 100).....                           | September        | 134.7   | - 0.2                     | + 3.5                    |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)†..... | July             | 127.8   | - 3.7                     | + 5.2                    |
| Total labour income (millions of dollars)†.....                  | June             | 4,378.5 | + 1.9                     | + 8.6                    |
| INDUSTRIAL PRODUCTION†   |                  |         |                           |                          |
| Total (average 1961 = 100).....                                  | September        | 179.7   | + 0.3                     | + 5.5                    |
| Manufacturing.....   | September        | 175.1   | + 0.2                     | + 5.5                    |
| Durables.....  | September        | 198.0   | - 0.2                     | + 7.2                    |
| Non-durables.....  | September        | 157.1   | + 0.7                     | + 4.0                    |
| NEW RESIDENTIAL CONSTRUCTION**                                   |                  |         |                           |                          |
| Starts.....  | September        | 18,321  | + 3.8                     | +25.3                    |
| Completions.....   | September        | 16,279  | +18.0                     | +23.5                    |
| Under construction.....  | September        | 141,841 | + 1.1                     | +40.5                    |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

\*\* Centres of 10,000 population or more.

February 1972

# The Labour Gazette





Among the poor, the working poor have the unhappy distinction of being less readily recognizable than others in their income group. Too often, they work to earn less money than they would on welfare and were they to receive minimum wages, these wages are, generally, below basic welfare levels. See a report on the poverty study by the Special Senate Committee, *The Invisible Poor*, p. 60.





# The Labour Gazette

Official Journal  
Canada Department of Labour

Vol. 72, No. 2 / February 1972

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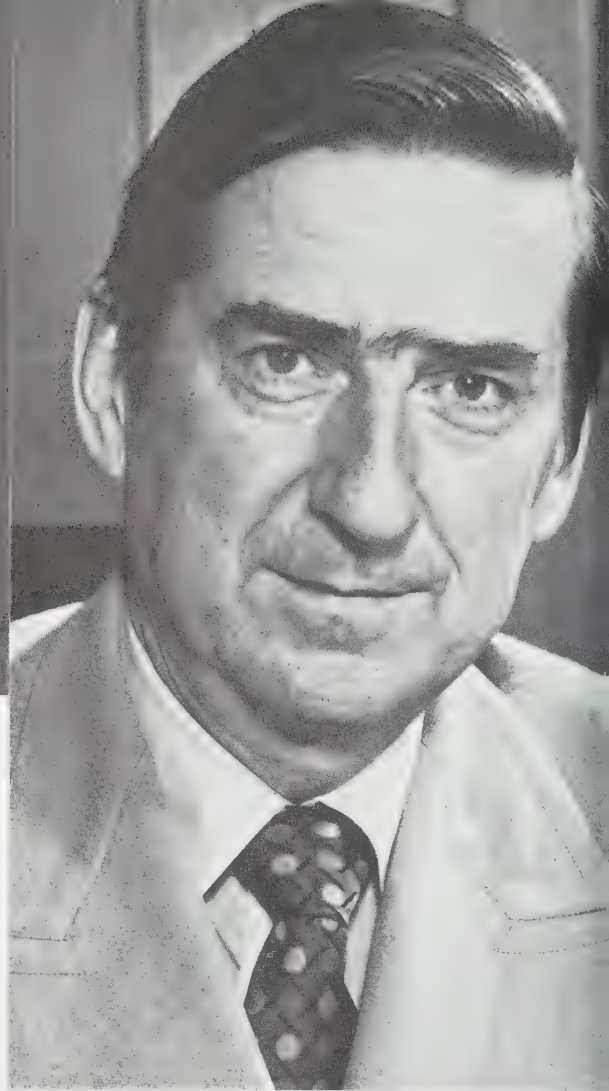


## News briefs

■ **Martin O'Connell was appointed Minister of Labour on January 28, replacing Bryce Mackasey who was named Minister of Manpower and Immigration.** O'Connell has been a member of the Cabinet since August 1971 as a Minister of State and responsible for Information Canada. He will continue to be responsible for Information Canada.

A native of British Columbia, O'Connell taught elementary school in that province before serving in the Canadian Army during the Second World War. After the war, he continued his education, receiving a Ph.D in economics and political science in 1954 from the University of Toronto. He lectured at that university for 10 years and served as a member of the University Senate from 1960 to 1968.

In 1958, O'Connell joined the Toronto investment firm of Harris and Partners where he worked until June 1968 when he was elected to the House of Commons as member from Scarborough West. O'Connell is a past president of the Board of the Indian-Eskimo Association of Canada and is a member of the Inter-Parliamentary Union.



Hon. Martin O'Connell

■ The Department's Director of Conciliation and Arbitration, William P. Kelly, was honoured in December with the presentation of a Public Service Merit Award. In making the presentation, federal Labour Minister Bryce Mackasey said it was for Kelly's "superlative performance and special meritorious contribution toward the industrial relations program of the Department."

Kelly reorganized the federal conciliation service by promoting preventive mediation through the use of industry specialists. When he joined the Department after the national railway strike of 1966, he put forth the suggestion that a strike pattern could be broken through mediation if a skilled mediator had the necessary expertise in the railway industry and had the trust and respect of both parties. Labour Minister Bryce Mackasey was amenable to the suggestion, and well before the

way collective agreements were scheduled to terminate on December 31, 1968, Kelly had private talks with senior railway officials and senior railway union officers of both the non-operating and operating unions to see if they would try early mediation and accept him as mediator.

he proposal that I sit in at the outset of negotiations caused many a raised eyebrow," Kelly said, "but it was followed by serious discussions within railway management and the railway unions. Finally, all parties concerned were willing to give this new concept a try."

his experiment in early mediation was highly applauded throughout Canada, and some labour experts believed that it could be a turning point in railway negotiations. For the first time in the history of rail negotiations, agreement was reached before the termination of the existing collective contracts. The success gave birth to the concept of early mediation through skilled mediators acceptable to labour and management with the necessary expertise in a given industry. The idea was to assign a mediator to an industry such as airlines, longshoring, marine transportation, communications, atomic energy, and other enterprises within federal jurisdiction. These "industry specialists" were not only to act as mediators in a time of crisis, but were to effect a continuing relationship and to identify and encourage the solution of problems before they reached crisis proportions and formed a bottleneck in the collective bargaining process during the limited open period of the agreement.

Since the program's inception in January 1970 and up to July 15, 1971, industry specialists have been assigned to 71 cases. Of the 71 cases processed to completion, settlements were reached in 60. To date, the industry specialists have had an 85 per cent success record.

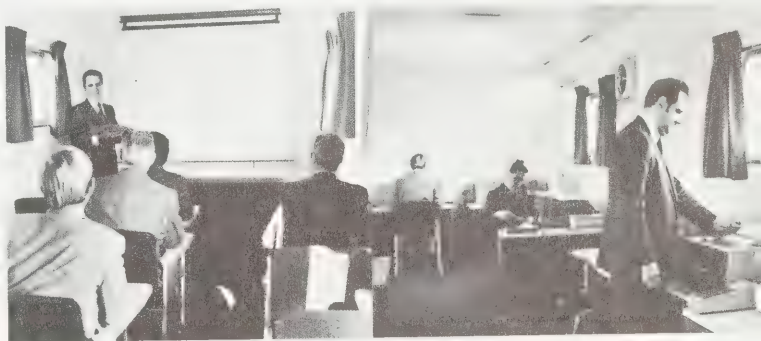
In his work, Kelly has had access to the full resources of the Canada Department of Labour and the support of the Department's Industry Research Officers. No stranger to the railroad, Kelly held various offices in the Brotherhood of Railroad Trainmen, and was elected vice-president at the 1960 Cleveland convention—making him, at 36, the youngest vice-president in the history of the Brotherhood.

The Merit Award is given by the Public Service Commission of Canada to individual public servants who have made an outstanding contribution toward a federal Government program. It consists of a certificate and \$1,500.



■ Canadian National has added a new dimension to its employee training program with the introduction of the first two units in a series of mobile training centres contained in standard highway trailers. The classroom on wheels has been designed specifically to provide on-the-job training to CN yard office and carload centre personnel across Canada who will be working with the advanced data systems soon to be implemented as part of the railway's computer-based traffic reporting and control system (TRACS). An innovation of the classroom is the capability to be connected with CN's main computer in Montreal, providing those employees being trained with actual operating experience.

Railway officials say the TRACS network will be implemented gradually over the next 18 months. Using the latest computer technology, it will simplify and transmit



more quickly the thousands of pieces of information reported daily on the railway's car movements across the entire system. Each trailer is 44 feet long, eight feet wide and fully air conditioned. The training units are divided into two sections—one containing a modern, fully operational data communications system, and the other a classroom with accommodation for up to ten students at a time.



■ The man who originated the slogan "Why Wait for Spring? Do It Now!" followed his own advice and left the federal Government service on January 1, before reaching retirement age. George Blackburn, Director, Fair Employment Practices Branch, Canada Department of Labour, developed that theme for the Winter Works Program while he was director of the Department's Information Branch, a post he held from 1947 to February 1967.

During his 21-year stint as information director, Blackburn developed national education campaigns to help war veterans ease back into civilian employment, to reduce discrimination against the older worker, to pro-



George Blackburn

mote a national rehabilitation program for employment of the physically handicapped, and to encourage young people to seek vocational training and to stay at school.

He was producer of one of the most durable national weekly radio programs in the country's history—*Canada At Work*—carried by 80 stations for more than a decade. He also acted as technical adviser to the National Film Board in the preparation of a number of films on labour matters and industrial safety, and he wrote film scripts for several award-winning educational films, including *Date of Birth*; *Everybody's Handicapped* (Canadian Film Award and U.S. Golden Reels Award); *You Can Go A Long Way* (Canadian Film Award); *Call It Rehabilitation*; *Why Wait for Spring?*; and *Wayne and Shuster Look at Technological Training in Canada*.

During his five-year tenure as FEP director, Blackburn and his staff promoted the anti-discrimination principle of "affirmative action" by government, management and labour, and evolved more sophisticated methods for investigating complaints of discrimination—methods that led to a marked increase in the number of persons securing the right to an investigation. "At first we were getting only three complaints a year," Blackburn admitted. "Now we handle more than 100. We've managed to bring about significant results in about 20 per cent of the cases received."

In his private life, which has been as productive as his public life, Blackburn is the author of several plays, some of which have won national awards and achieved success both in Canada and abroad. Concerned about social injustices, Blackburn plans to devote some of his time to writing plays based on this theme. He has also entered into partnership with Ottawa's "Mr. Home Improvement", Frank Ellis—"the first guy to package home improvement for the homeowner, thereby proving my inkwell theory that the homeowner would welcome this service and that it would boost winter employment," Blackburn observed. For supplying the proof, Ellis won two awards, which were presented by previous ministers of labour.

■ Prevailing economic conditions are placing new strains on the relationship between Canadians and Americans, L. H. Lorrain of Montreal, General Vice-President of the Canadian Labour Congress, told the United States union leaders recently. Mr. Lorrain, addressing the national convention of the AFL-CIO as a fraternal delegate from the CLC, placed particular emphasis on the threat presented to the Canadian economy by new American policies. He said that the impact on Canada was particularly acute because of the already exceptionally high rate of unemployment, large

a result of policies adopted by the Canadian Government. The outlook for the future was further complicated by the phenomenal growth of the Canadian labour force, the highest in the industrialized world.

To recognize the full significance of our economic situation, it needs to be understood that Canada, more than any industrial nation in the world, is dependent on exports," Mr. Lorrain said. "Without exports, a very large part of our secondary industries would die; and some 65 per cent of those exports come here to the United States. You are our best customer. Canada buys from the United States almost as much as Japan, West Germany, Britain and France combined. Our economies are closely tied together and we are, of course, an important supplier of resources and raw materials." Under these circumstances, the 10 per cent surcharge imposed on imports by the United States constituted a serious threat to a large section of the Canadian economy, and might result in still heavier unemployment. The DISC (Domestic International Sales Corporation) program, however, threatens even worse results.

A very high percentage of our industry is international in the sense that it is owned and controlled by multinational corporations, many of them based in this country," Mr. Lorrain continued. "The possibility of a DISC program arouses, in Canadian minds, the vision of scores of closed plants. In fact, a recent survey of some 18 plants already shut down in the Province of Ontario

showed that well over half were owned by interests outside Canada. It is also significant that these were the largest plants and had the most widespread effect as far as throwing workers out of jobs was concerned.

"It is obviously no longer possible to look at these economic matters within the boundaries of a single country. Multinational corporations and the gamblers of the international money markets are playing a world game. In the face of these conditions, it becomes vitally important that we, in the ranks of labour, tighten the ties that make us an international movement. In my own country there have been, and there continue to be, very strong attacks on the whole principle of international unions. It is not surprising that employers do not like international unions. They would prefer small, weak and isolated organizations. They would like to have barriers built between the workers of various countries so that they could adopt runaway plant policies and reap the profits of locating their operations in places where labour was weak and wages were low."

■ Two provincial organizations of public servants have voted to withdraw from the Canadian Federation of Government Employee Organizations. The 10,000-member Manitoba Government Employees Association has decided to leave the CFGEO within six months. And the Civil Service Association of Alberta has voted to quit the Federation. Both groups will join the Canadian Labour Congress.

## labour relations around the world

■ The U.S. Price Commission in November issued a policy on prices that is designed to hold average price increases in the U.S. to no more than 2½ per cent a year. The Commission will prohibit any price increase not justified by an equivalent increase in costs, and it will grant no increases that would provide retroactive relief for the 90-day price and wage freeze that lasted from August 16 to November 13, 1971. From time to time the Commission will also issue regulations that would enable the conversion of windfall profits into price reductions.

■ The Governing Body of the International Labour Office has decided to recognize the Government of the People's Republic of China as the representative Govern-

ment of China. Voting on the resolution, submitted by the Workers' group and supported by a substantial majority of the Employers' group, was 36 in favour and 3 against, with 8 abstentions. The Governing Body had previously decided, by 35 votes in favour, 10 against and 3 abstentions, to take a decision on the matter at its present session. China has been a member of the ILO since 1919, and holds a seat in the Government group of the Governing Body. The question was placed on the agenda of the current session of the Governing Body by the Chairman, Mr. Umarjadi Njotowijono (Indonesia), in agreement with the Employers' Vice-Chairman, Mr. Gullmar Bergenström (Sweden), and the Workers' Vice-Chairman, Mr. Joseph Morris (Canada).



## 50 years ago



High unemployment among trade union members; working days lost because of strikes; a proposal to establish a national research institute; teachers' salaries in Saskatchewan; the establishment of an employees' benevolent society; the federal government's plan to alleviate winter unemployment; a Supreme Court decision declaring a B.C. statute ultra vires; technical education in Canada and a plea for mothers' allowances in Québec were some of the topics reported in the Labour Gazette of February 1922.

■ January 1922 unemployment stood at 15.1 per cent compared with 13.1 per cent a year earlier, trade unionists reported to the Department of Labour. According to reports received from more than 5,800 companies, there was considerable fluctuation in the volume of employment available, but on the whole, the employment situation was not good.

**Time lost because of industrial disputes during January 1922 was higher than the previous month and the previous year.** In January there were 23 strikes in progress in Canada, involving about 3,357 workers with a net loss of 76,070 working days. Two of the strikes ended in January, leaving 21 continuing at the end of the month.

**The Honorary Advisory Council for Scientific and Industrial Research issued a pamphlet calling for the establishment of a national research institute.** The council decided that the proposed institute be set up by the federal Government and be given an annual grant. The institute would solve scientific problems directly affecting industry. Among the problems sighted in the pamphlet were: the extermination of wheat rust; the utilization of waste products such as the helium in natural gas, sawdust, waste, straw, etc.; the development of the supplies of lignite, peat and low-grade iron ore; and the making of artificial fertilizers by the use of water power.

**The average salaries paid to teachers in Saskatchewan in 1920 were made public in the legislature in January.** Males with a first-class certificate made \$1,387 in rural schools and \$1,881 in village or town schools. Females with a first-class certificate made \$1,279 in rural schools and \$1,352 in towns or villages. The lowest salaries were those for women with third-class certificates: \$1,171 in rural areas and \$1,123 in villages or towns.

**The employees of the Consolidated Mining and Smelting Co. of Canada in Trail, B.C. announced the formation of a benevolent society to pay its members sickness, accident and other benefits.** About 90 per cent of the 1,000 workers at the plant joined. The entrance fee was \$1 and the monthly rate was 50 cents. The benefits provided were: a member losing time from work for seven days or more, owing to one of the causes covered by the scheme, received \$10 a week for the first 13 weeks off work and \$5 for the second 13 weeks. No member could collect for more than 26 weeks.

**The federal Government proposed a program to fight the unemployment of the winter months of 1922.** Because construction in the winter cost more, the Government decided to pay half of the extra cost of public works projects undertaken by municipalities during the winter. This payment was on the condition that the province would pay one third of this extra cost. The federal Government promised also to refund to a municipality one third of the costs of unemployment relief pro-

viding that the province paid an equal amount. In areas where there were no municipal governments, the federal government program included the payment of half the costs of unemployment or distress relief under provincially administered plans. For unemployed veterans, the federal Government guaranteed payment of half the relief payments with municipalities and provinces paying the rest. The Government asked that these provisions be interpreted broadly and generously so that "no resident of Canada willing and able to work and unable to secure employment shall lack food, clothing or shelter for himself or herself and dependants."

■ **In February 1922, the Supreme Court of Canada declared ultra vires the B.C. statute of 1921 called the "Oriental Orders-in-Council Validation Act."** The act was based on two orders-in-council of 1902 that said: "in all contracts, leases, and concessions of whatever kind entered into, issued, or made by the Government, or on behalf of the Government, provision be made that no Chinese or Japanese shall be employed in connection therewith."

■ **The Director of Technical Education for Canada reported that the total amount earned by the provinces under the Technical Education Act increased from \$273,788 to \$655,167 in the fiscal year ending March 1921.** The total expenditures made by provincial governments up to June 1921 increased to \$1,241,243 for the school year. The number of day schools across Canada increased from 41 to 69 and evening schools from 127 to 193. The Director reported that all provinces were engaged in developing a system of vocation training and technical education, as Prince Edward Island, the last province to go into this area, had established an Agricultural Technical High School.

■ **A delegation of prominent Montreal citizens went to see Québec Premier Taschereau in January to request that an appropriation of \$300,000 a year for a period of five years be made to make available mothers' pensions.** They suggested that the appropriated money be administered by a commission composed of both men and women, with sub-committees in touch with the widows and children who would benefit from the pension system. The Premier promised to give serious consideration to the proposal.



# The invisible poor

The following has been extracted from "Poverty in Canada," a report of the Special Senate Committee.

For most Canadians, it is difficult to picture that large minority of the population whose lives are spent in poverty—to see who they are, and how and where they live. As N. H. Lithwick, Professor of Economics at Carleton University, Ottawa, said, "The poor are not seen and, being out of sight, are out of mind. They live near the core of large cities or in rural backwaters where most of society never goes." **One attempt to add depth and dimension to our understanding of the invisible poor was made by the Economic Council of Canada in their "Fifth Annual Review" (1968). The ECC profile of the poor identified several characteristics closely associated with poverty, including: lack of formal education; lack of employment; old age; and female-headed families.**

The ECC review was based on 1961 data. A more up-to-date estimate of the extent and intensity of poverty in Canada is contained in information recently published by Statistics Canada. In a special report "Statistics on Low Income in Canada, 1967," Statistics Canada estimates that, four years ago, approximately 1,417,000 family units had incomes below the poverty-income lines Statistics Canada had established for their family size. In all, a total of 3,863,000 persons were described as living in poverty.

Statistics Canada's income limits (poverty-income lines) for various family sizes in 1967 were:

|                            |                   |
|----------------------------|-------------------|
| Unattached individuals     | \$1,740 and under |
| Two-person family          | \$2,900 and under |
| Three-person family        | \$3,480 and under |
| Four-person family         | \$4,060 and under |
| Five-or-more-person family | \$4,640 and under |

The "average" low-income family in Canada in 1967, according to Statistics Canada's study, received a total income of \$2,442—with the head of the family earning approximately half of this, or \$1,231. The family received \$851 in transfer payments and averaged 3.9 individuals, with .9 earners and 1.7 children under 16 years of age.

In addition to this statistical profile of the average low-income family, it is possible to give outstanding characteristics that apply to many of those who fall within the category. For example:

Eighty-nine per cent of low-income families were headed by persons who had not completed high school; almost half (41 per cent of these family heads) had not completed elementary school.

Statistics Canada predicts that "An increasing pace toward urbanization means that low income will become more and more an urban problem." Already more than half (55 per cent) of low-income families live in urban areas; 30 per cent of them in cities with a population of more than 100,000.

The incidence of poverty is still extremely high in rural areas; although only 21 per cent of the total population live outside urban areas, 45 per cent of all low-income families live in rural areas.

The incidence of poverty remains high in the Atlantic Provinces, although more than half of all low-income families (54 per cent) live in either Quebec or Ontario.



early two thirds (63 per cent) of the heads of low-income families worked for at least part of the year; 38 per cent gained most of their income from wages and salaries, and another 21 per cent were self-employed; 37 per cent of the heads of low-income families worked full time during the year.

More than a quarter (27 per cent) of all the heads of low-income families were 65 years of age or older.

Eighty-five per cent of low-income families were headed by men.

According to the standards of the 1967 Statistics Canada/ECC poverty lines, 15 per cent of Canada's 363,000 poor were single persons. More important, 36 per cent of low-income persons were children under 16 years of age. This high proportion signals the probability of one generation of poor following another, and strongly emphasizes the need to break the cycle.

According to "Statistics on Low Income in Canada, 1967," prepared by Statistics Canada, selected statistics of low-income families classified by region of residence in 1967 were as follows:

| Region of residence     | Total<br>low-income<br>families | Average<br>family<br>income |  | family<br>size |
|-------------------------|---------------------------------|-----------------------------|--|----------------|
|                         | (thousands)                     | \$                          |  |                |
| Atlantic provinces..... | 132                             | 2,655                       |  | 4.5            |
| Québec.....             | 248                             | 2,627                       |  | 4.3            |
| Ontario.....            | 203                             | 2,310                       |  | 3.6            |
| Prairie Provinces.....  | 175                             | 2,188                       |  | 3.7            |
| British Columbia.....   | 73                              | 2,400                       |  | 3.2            |
| Canada.....             | 832                             | 2,442                       |  | 3.9            |

Perhaps the most striking fact brought out in this table is the concentration of poor in Québec and Ontario. Québec alone had more poor people than the combined Western Provinces, and nearly twice as many as the combined Maritime Provinces. For low-income families, generally, incomes are higher in the Atlantic Provinces and Québec, and lower in Ontario and the Prairie Provinces.

Among the poor, the working poor have the unhappy distinction of being less readily recognizable than others in their income group. Sharing most of the middle-class aspirations of the rest of the nation, they are, in effect, the most invisible of all. Too often, being poor and being on welfare are assumed to be the same thing. This attitude has had some unfortunate practical results, one of which the Department of National Health and Welfare noted in its brief to the Committee: "As provincial assistance plans have been developed, they have not generally recognized the needs of employed persons working at very low rates of pay—the working poor. In general, assistance benefits are not available to the working poor under existing policies."

The poor who work—and who work hard—have been virtually ignored. (Of the 832,000 families who, in 1967, fell below the Economic Council's poverty line, 525,000 heads of families were in the labour force—working for what can be called poverty wages). **The Family Bureau of Greater Winnipeg summarized the plight of the working poor this way:** "For the working poor, who comprise by far the largest poverty group, the lack of income is not the most dramatic criterion for poverty. Rather, the



lack of opportunity, resources, and power are the more significant concerns. Life needs, such as shelter, food and clothing, are somehow meagrely met; but such luxuries as recreation and supplemental purchasing power do not often exist. Poverty becomes circumstantial and highly nebulous. Poverty lines don't effectively describe the true nature of poverty; nor do any of the other, often-used social, economic, and political criteria define what it means to exist at a subsistence level. Our communities are not geared to supporting low-income people who lack purchasing power or social influence. If an individual admits defeat, our society benevolently places him on welfare, and he faces bureaucratic control of his activities. His life is then governed by the rules and principles of an often archaic system that believes a person on welfare relinquishes his rights. Also, he must not be allowed to become too comfortable for fear that he will become a parasite."

**In spite of its faults, the welfare system does offer certain advantages over working for low wages.** Welfare organizations purchase many basic services for their clients that the low-income worker cannot afford, such as optical, medical and dental services, drugs and household repairs. Certain areas of influence and power also accrue to the welfare recipient, but are denied the working poor. Obviously, one compromise must always be made by the individuals or families desiring these questionable advantages: they must be willing to lose their social dignity by choosing to carry the stigma, "welfare recipients." For many, including the working poor, this is a high price to pay.

A group from Edmonton, calling themselves Humans on Welfare, stated in their brief to the Senate Committee: **"To become poor, to be forced to seek welfare assistance, is to be damned to second-class citizenship, to be thought of, and treated, as something less than a human being.** Raped of dignity, you experience constant panic, frustrations, deprivations, and injustices. Worse still, is the shattering hopelessness of knowing you are trapped . . . because the system is designed to keep you there . . . to maintain you in the welfare trap . . . unless you possess extraordinary determination and good health, or are blessed with good luck, you will remain trapped on welfare street, to stink and die there."

**Where do the working poor live? What do they do? According to Statistics Canada, in 1969, 85 per cent of all low-income families, including the working poor, lived not in the Maritimes, but elsewhere in Canada—more than half, 58 per cent, lived in Ontario and the Western Provinces; about 56 per cent lived in urban areas, 36 per cent in metropolitan areas (cities with populations over 30,000).** As for what they do, data from surveys conducted in Nova Scotia and Ontario in 1967, for ex-

ample, give a clear indication of the type of work a more important, its low-wage characteristics. For example, 35 per cent of the men and women in laundry cleaners, and pressers in Ontario earned less than the minimum wage at that time. Further, 26 per cent of workers in eight other industries in Ontario—leather, cotton, yarn, woollen mills, knitting mills, clothing, wood, retail trade, and personal service—were earning less than the minimum wage. Fifty-seven per cent of the men and 78 per cent of the women employed in laundries, cleaners, and pressers in Nova Scotia earned less than the minimum wage.

It is worth noting that about 65 per cent of the work force in Canada is still outside the fold of organized labour. (Unions have increasingly restricted themselves to high-wage, heavily concentrated industries such as steel or auto manufacture.) Worth noting, too, is the fact that one worker in three in Canada is a woman—a woman usually making less than a man in a comparable position, often in industries already characterized by low wage structures.

A more general description of the working poor is that they are those who, too often, work to earn less money than they would receive as welfare clients. It is shocking but true that, even were they to receive minimum wages, these wages are, generally, below basic welfare levels. As Dr. D. L. McQueen, a former ECC director, pointed out: "Seventy-six per cent of poor families at the time of the 1961 census had one or more earners in the family, and 66 per cent of poor families obtained most of their income from wages, salaries, and self-employment. These two percentages must be rammed home again and again to the Canadian public. They identify the phenomenon of the working poor, who, together with those others who are in the labour force but unemployed and take jobs when they can find them, turn out to be the heads of most of our poor families."

**For the working poor, the balance between earning just enough to get along, and having to do without certain basic necessities, is easily upset.** Income interruption or income reduction, even for a short period, spells disaster for anyone whose budgeting is done on a week-to-week or even a day-to-day basis. The reduction of earnings that takes place during the period when a low-income worker is forced by accident or injury to rely on Workmen's Compensation benefits inevitably causes serious problems.

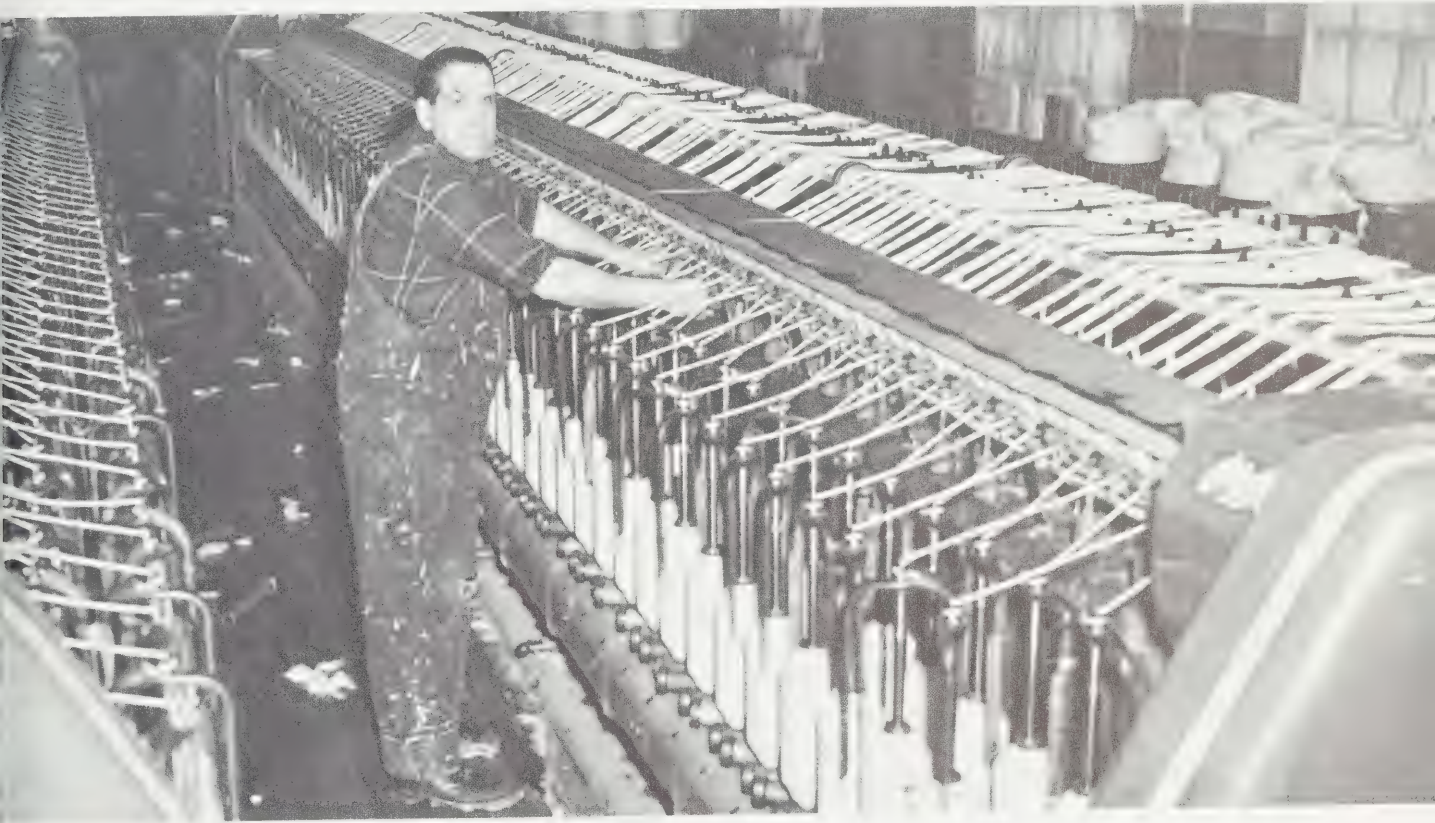
Both unemployment insurance and workmen's compensation benefits are scaled according to earnings. Minimum benefits are exceedingly low. When an accident or death occurs, the loss of income can be disastrous. I

In the fall of 1970, a member of the Senate Committee's staff happened to look out the window just as a young man walked by. A second later the man lay dead on the sidewalk, struck by material falling from a nearby building under construction. The man left a wife and a child. At the time of his death, he was earning about \$50 a month as a business machine salesman.

In a letter to the Senate Committee, the Workmen's Compensation Board said: "Entitlement was promptly established for (the widow) and her son under the provisions of Sec. 37 of the Ontario Workmen's Compensation Act. (The widow) was awarded the \$400 basic burial allowance, plus the statutory lump sum of \$500 for

tion Act to a monthly pension of \$175, and \$60 for each dependent child.

**Not all of the poor are able to join the ranks of the working poor. Eighty-four per cent of the adults who depend on the welfare system have no alternative means of support. They require assistance simply because they are not capable of earning a living.** They are the ones left behind by our economic system—the elderly, the sick, the disabled, and women in charge of families that require their presence in the home. A few others, about three per cent of welfare recipients, are members of the labour force, but they work at jobs that do not pay them enough to live on.



Additional expenses. She is also receiving a monthly pension which, under the present legislation, is \$125 and which will be paid for life regardless of any other assets or incomes unless she should remarry. An additional \$50 a month under the present law is being paid for her son ... which will continue to age 16, and beyond that if he continues his education."

Recent legislation (August, 1971) has increased the benefits payable under the Ontario Workmen's Compensation

The remainder, slightly more than one in 10, are prospective members of the labour force who are not currently working. To categorize all of these persons as shiftless, irresponsible, and inherently lazy is to ignore the realities of the current employment picture. At a time when unemployment among the general population is around six per cent, job opportunities are almost non-existent for the person with no skills, little education, and a general lack of ability to compete. Even during times of relatively high employment, com-





petition for available jobs remains strong owing to the exceptionally large number (200,000) of persons annually entering the Canadian labour force. An increasingly automated, technological society holds out little hope for improvement in this situation. During the winter of 1970-71, when unemployment in Canada rose to 6.6 per cent, single, able-bodied men and women in Halifax not only found it difficult to get jobs but, according to evidence before the Committee, in order to obtain welfare relief, were required to produce a document with the signatures of 10 employers, each certifying that there was no job available to the applicant.

Professional social workers, economists, and welfare administrators—including the director of the Corporation of Professional Social Workers of the Province of Québec, the president of the Québec Welfare Council, a former moderator of the United Church of Canada, the director of the Economic Council, and the director of Welfare Social Services for the City of Montreal—all rejected the popular misconception of the welfare chiseller in their testimony before the Special Senate Committee on Poverty.

The chairman of the Canadian Association of Social Workers spoke for all of them when he told the Committee: **"The expectation that all citizens can find work at adequate salary levels at a time when a high level of**

**unemployment is apparently either beyond federal control or a policy choice is ludicrous.** The attempt to enforce this expectation is often wasteful of workers' time and destructive of recipients. The popular image of the welfare chisellers, both those who could work but don't and those who live royally on welfare by exploiting the system is, in fact, just a myth. It is well established that the vast majority receiving assistance cannot work because of age, disability, sickness, death, or desertion (the breadwinner, or because of child-care responsibilities."

**In spite of this, the popular image of the malingering who refuses to work so that he may enjoy the benefits of the welfare system persists.** The popular attitude is summed up in the challenge: "Very well, 63 per cent of the poor worked. What of those 37 per cent who did not work?" In answer to this question, another quotation from Statistics Canada may be helpful: "within the low-income group that did not work, 80 per cent were either families headed by persons 65 years of age and over, or women. Consequently, the low-income problem for families with non-working heads is strongly linked to the age and sex of the head."

The ever-swelling ranks of the urban poor—swollen in fact by many thousands of people from rural areas—have tended to distract our attention from those left behind. The Federal Task Force on Agriculture noted in 1969: "There appear to be about 100,000 farm families living in poverty in Canada, even after non-farm income has been added to farm income. Only about one-third of the heads of these families are under 45 years of age—the more mobile age group. For many of the remainder it would be difficult indeed to shift to new locations and to new occupations."

In addition, in 1969, there were 572,000 rural non-farm poor in Canada (an alarmingly large proportion of whom were Indians and Métis). The Committee made special reference to our native peoples—Indian, Métis and Eskimos (or Innuits, as they prefer to be called)—who make up 2.5 per cent of the population. Despite a high mortality rate and short life-expectancy (36 years for Indians and 20 for Eskimos, compared with 62 years for Canadians generally), they are still the fastest-growing group in Canada. It is estimated that the Indian population (247,000 status and 250,000 non-status) will double within 15 years. As Chief Walter Deiter explained to the Committee, not all native people are poor; but those who are, can be described as "the poorest of the poor." The conditions under which they live—poor housing, sanitation, educational, and health services—are worse than even the worst in the larger society.

variations on the poverty theme are endless. There are most as many types and characteristics as there are poor. Attempts to distinguish one category from another, although they may succeed in giving a statistical profile of a particular type of poverty, end by obscuring fundamental human suffering at its root.

It is possible, for example, to make elaborate distinctions between poverty as it exists today and as it was 30 years ago. The Company of Young Canadians pointed out some of these differences to the Committee: "Herein is also one of several major distinctions between poverty as we know it today and depression poverty of the '30s. Poverty then was, for most, a recent imposition. It was recognized then as a failure of the system—not of the person who suffered. The poor could retain their pride and their expectations for better things to come, and consequently kept trying. Today's poor have typically been born into poverty, as were their fathers, and often their grandfathers. Our self-satisfied, affluent society constantly reminds them that it is their own personal failure as men, and not a failure of the system, that has created their condition. Failure destroys pride; repeated failure creates an expectation of failure; and expectation of further failure is hardly conducive to mustering their world to try again.

A second major difference between poverty of the '60s and of the '30s is that poverty must be seen as a relative condition. A poor man in a poor society is far different from the poor man in a rich society. Though their bellies may be just as empty, the latter suffers a poverty of the spirit unknown to the former. Unlike his predecessor of the '30s, the poor man in the '60s accepts the larger society's attitude that the system is the success and he is the deviant. Furthermore, the depression poor related their condition to a society that viewed with their own eyes. Today's poor must relate their condition to an image of society dangled before them on a 21-inch screen. No control can dim the contrast between the advertiser's dream and the viewer's reality—and that ever-widening gap is a discouraging force."

The essence of poverty is deprivation, and for the children of poverty, the effects become distressingly apparent when they encounter the educational system. The Corporation of Professional Social Workers of the Province of Québec, in their brief, *The Poor of 1980*, or, *Our Future Welfare Recipients*, list a "low level of schooling" among the characteristic attributes of poor children. Further, (high) absentee rate and premature abandonment of studies is very frequent among the underprivileged. How can children attend school regularly on empty stomachs, insufficiently clothed for the cold, without having slept well, and moreover, when they can hardly understand the teacher . . . ?"

**Even before the children of the poor enter the school system, the environment into which they were born affects them by seriously retarding the normal processes of child development.** Experts in child development are unanimous in stating that the very early years of life—from birth to five years—are critical in the physical, emotional, and intellectual development of the individual. In a report to the Committee, Prof. T. J. Ryan of Carleton University stated: "In terms of intelligence measured at age 17, about 50 per cent of the development takes place between conception and age four, about 30 per cent between ages four and eight, and about 20 per cent between ages eight and 17 . . . as much of the development takes place during the first four years of life as in the next 13 years."

The consequences of pre-school deprivation are cumulative and frequently irreversible. In comparison with children from more affluent homes, the children of the poor are deficient in language, abstract thinking, and problem abilities. They also frequently suffer personality and emotional retardation because of home and family circumstances. The effects of deprivation are not lessened by the impact of the educational system upon the child from a poor home. Rather, the problem is intensified by the contrast between the home situation and the school's demands.

The elementary school system in Canada has been developed to provide education for the average child from an "average," middle-class home, where he has been exposed to conditions that are conducive to pre-school development and learning. The child from the poor home who enters school lacking the expected levels of pre-school learning is predestined to failure. The school, in this instance, instead of opening doors to opportunities for learning, imposes its own barriers.

Solutions of the problems involved in educating the disadvantaged child will require a drastic change of philosophy. We must stop looking at the "needs" of the school system that must be met by the child, and start looking at the "needs" of the child that the system must be designed and staffed to meet.

**Indian, Eskimo, Métis and immigrant children have all the usual factors working against them, and another as well; for they are usually jammed into a school system that simply does not speak their language.** The National Indian Brotherhood and Indian-Eskimo Association of Canada spoke for all minority groups when it told the Committee: "Equality is not so easily conferred on an Indian child, with handicaps imposed by poverty, isolation, language difficulty, limited aspirations—above all,



by the feeling that he is inferior to white children. And provincial departments of education offer no special help for Indian students; the education system makes no adjustment to their presence. Text books, goals, subject matter—all are quite irrelevant to the situation of most Indian children, and most of them drop out in their early teens at the Grade 6 or 7 level.”

The need for revisions in school programs and teacher-selection and training; for child-oriented, individualized methods; and for increased remedial and preventive services in inner-city and rural poverty schools becomes clear . . . At the same time, it must be recognized that the school system is only one of a number of inter-related institutions, and that a comprehensive attack on poverty is essential before changes in the school system can be effective. The Canadian Teachers' Federation asked the Committee: “Can a child learn well if he is hungry, or cold, or ill clad? Can he study well in a home that is crowded, noisy, and provides little encouragement? Let us say honestly that no educational program, however well-designed and forward-looking, and no teacher, however sympathetic and competent, can compensate for these primary deprivations.”

**In Canada, there are no “official” poverty lines. All of Canada's provinces, however, have devised monthly budget standards for items of basic need. These standards provide assistance for food, clothing, shelter, and household effects to those who are “in need” and eligible, and are scaled according to family size and composition.** Assistance levels to a similar family vary from province to province, a fact documented in the main body of this report.

An examination of data derived from the Family Expenditure Survey (1959), revealed that, on average, families of different sizes and incomes allocated about half their incomes for buying shelter, food, and clothing . . . With increased average incomes and standards of living in Canada, it may be that, in 1971, the average family spent a much lower percentage of income on necessities, perhaps, only 40 per cent. If this is so, and the “hardship” criterion is set at 20 per cent above the average (as it was in 1961), then it would mean that the hardship criterion should have been lowered proportionately, perhaps to about 60 per cent of income. Such revisions have not taken place.

The first limitation on the development of more relevant poverty lines is the fact that poverty, as seen here, is defined as income deficiency. The restrictions imposed by this view of poverty as material deprivation, whether one's approach is budgetary, relative, or income-share, are apparent. Furthermore, although many

of the approaches to definitions of poverty have been criticized on the ground that they involve subjective value-judgments, it should be apparent that, in this work, there can be no objectivity. The best one can do, then, is recognize and make explicit one's own biases and objectives. Our principal bias is toward the comprehensive and relative concept of poverty, as against the subsistence-level, minimum-need concept of poverty. Our objectives are: the determination of poverty lines more relevant to the elimination of poverty; the reduction of inequality; and the provision of basic security from hazard to all citizens.

**A good example of the relative approach to income deficiency is represented by the work of Victor R. Fuchs [“Toward a Theory of Poverty,” Task Force on Economic Growth and Opportunity, The Concept of Poverty (Washington: U.S. Chamber of Commerce, 1965). Fuchs proposes that we define as “poor” any family whose income is less than one half the median family income. This standard would be modified to take account of such factors as family size and composition, regional variations and “other relevant variables.” The main advantage of this approach is that it provides a poverty standard that changes with the growth of real national income. Furthermore, it can direct attention to the distribution of income and provide a realistic basis for appraising the success or failure of government income distribution programs.**

The poverty line developed by the Senate Committee and used as a basis for the Guaranteed Annual Income proposal (GAI) provides a reasonable and sensitive base-line for the development of anti-poverty programs and for the evaluation of such programs after implementation. The Senate Committee 1969 poverty lines for various family sizes are shown below.

| Family unit size | Poverty line<br>(nearest \$10) | Income<br>guaranteed<br>level |
|------------------|--------------------------------|-------------------------------|
|                  | \$                             | \$                            |
| 1.....           | 2,140                          | 1,500                         |
| 2.....           | 3,570                          | 2,500                         |
| 3.....           | 4,290                          | 3,000                         |
| 4.....           | 5,000                          | 3,500                         |
| 5.....           | 5,710                          | 4,000                         |
| 6.....           | 6,430                          | 4,500                         |
| 7.....           | 7,140                          | 5,000                         |
| 10.....          | 9,290                          | 6,500                         |

Revisions to the Senate Committee's poverty lines are to be made in terms of the changing value of the Family Size Equalizer Point (FSEP). (This is a points system

press constant relationships. If 3 of these "points" are assigned to unattached persons, then families of two are assigned 5 points; families of three, 6 points; and families of four or five, 7 and 8 points, respectively. This means that, for every \$3 required by an unattached person to maintain a given standard of living, a family of two requires \$5, a family of three, \$6, and so on.) In the base year of 1969 the FSEP was "worth" \$500. This method consists of multiplying the FSEP by the ratio of the average living standard of the year in question to the average living standard in 1969 . . . The change in these poverty lines, through time, overcomes one of the most serious criticisms levelled at the Statistics Canada/ECC lines, which rose by 26.2 per cent between 1961 and 1969. In the same period, however, the average standard of living, as reflected by average annual incomes, rose by 66.9 per cent for all families (64.1 per cent for all families and unattached individuals). The Senate Committee's poverty lines increased by 66.1 per cent during this period, thus keeping pace with the rise in average income. Unlike the Statistics Canada/ECC lines, they will not become obsolete.

But as Mollie Orshansky of the Social Security Administration (SSA) of the U.S. Department of Health, Education, and Welfare, said: **"The concept of poverty has to be limited by the purpose that is to be served by the definition. There is no particular reason to count the poor unless you are going to do something about them."**

The following is **The Labour Gazette** listing of the highlights of the recommendations that the Senate Committee hopes will "do something" about the poor.

Among other things, the Committee recommended:

- that the Government of Canada implement a Guaranteed Annual Income program using the Negative Income Tax method, on a uniform, national basis;
- that the method developed in this report (with respect to poverty lines) be adopted by the Government of Canada;
- that a council for applied social research be established at the national level;
- that the federal Government take the initiative in seeking federal-provincial agreement on uniformity with respect to Workmen's Compensation benefits;
- that "full employment" must be the prime objective and responsibility of government fiscal and monetary policy;
- that "equal pay for equal work" legislation be passed and enforced by all levels of government for both the public and the private sector;
- that easier access to labour unions for workers, particularly those in low wage industries, be encouraged and facilitated;

- that prohibitions against discrimination in hiring be enforced;
- that job development, particularly of para-professional careers, be vigorously pursued;
- that a formula be adopted to ensure the upward revision of minimum wage rates through the Canada Labour (Standards) Code;
- that, with the introduction of the Guaranteed Annual Income, federal and provincial governments negotiate to increase the quantity, quality, accessibility and uniformity of social services available under the Canada Assistance Plan;
- that the Department of Consumer and Corporate Affairs disseminate information on consumer purchasing, consumer credit, interest rates and contractual loans through adult education and information programs directed specifically to the low-income consumer;
- that the Government of Canada establish a National Office of Education without in any way interfering with or limiting or denying the constitutional and traditional prerogatives of the provinces in education;
- that hospital and medical services be financed entirely out of general revenues;
- that the Minister of State for Urban Affairs take the initiative with provincial authorities to establish effective methods of ensuring that the benefits provided to the poor through the recommended GAI are not absorbed by increased housing rents and costs (cases were brought to the Committee's attention in which rent increases were made to coincide with Social Security benefit increases);
- that, further to protect low-income families in receipt of the GAI from unscrupulous landlords, the federal Government, alone or in conjunction with provincial or municipal authorities, set up a fund for the purchase of houses that may be old but still structurally sound, make them habitable, and rent them at a cost or at subsidized rates to such families;
- that one jurisdiction, the provincial, be responsible for the entire administration of legal aid;
- that child-care services be recognized and supported as a necessary resource for the contemporary Canadian family;
- that the Government of Canada shift its emphasis from manpower training in narrow labour-force terms to a broad policy aimed at developing and making the best use of the human resources of the nation . . . restrictions that now effectively exclude the poor and disadvantaged from departmental programs must be removed; and
- that the federal Government sponsor action-research programs aimed at the investigation and solution of the problems of Canada's disadvantaged citizens.

The Canada Newstart Program is an example of how this type of essential work can be carried out.



# Federations of labour conventions

## British Columbia

Labour has developed a reputation for unimaginativeness and conservatism, William Dodge, Secretary-Treasurer of the Canadian Labour Congress, told delegates to the annual convention of the B.C. Federation of Labour in November. To combat this image, Dodge urged that the "energies of our great movement . . . be channelled into a full-scale campaign to tell labour's story to the public, to show the constructive and positive side of labour's actions and labour's policies."

Dodge denied vociferously any rumour that labour leaders in Canada were in the process of changing their minds with regard to wage and price controls. "At our last Congress convention, the delegates unanimously rejected any change in this position. Events since have borne out the correctness of that policy, and indeed how correct we were in rejecting an income policy when it was first proposed more than two years ago by the Prices and Incomes Commission."

Speaking of two pieces of legislation now before Parliament, the labour code amendments and the competition bill, Dodge said: "We must beware of unreasoning opposition to some basically sound legislation because of some points of disagreement." As for the labour bill, "we have got a fight on our hands now to prevent management from defeating the first progressive move so far made by any government in this field." Although he found some inadequacies in the competition bill, Dodge said, "labour must place its support on the side of the long-suffering consumer, who is, in large majority, also indentifiable as the worker and his family."

In a paper presented to the convention, the executive council of the B.C. Federation called on unions in the province to develop a greater degree of co-ordination in their collective bargaining program to face problems in 1972. Although noting some progress in this direction, the council said: "It is evident that, with employers' organizations strengthening and with no immediate hope of improvement in labour legislation, we must achieve a greater degree of co-ordination if we are to protect our members' interests adequately."

On the same topic, Federation President George Johnston said, "I believe we can, if we have enough courage, imagination and determination, create a greater and more unified labour movement, with one union in food, one union in wood, one union in transportation and so on. Such powerful unified organizations could be a powerful force for change, not only on the industrial side, but in social and political areas as well."

Among many resolutions adopted by the convention was one proposing the creation of an environmental protection fund. This resolution called on unions to negotiate a clause in collective agreements that would set up a fund with contributions based on a minimum of one cent for each hour worked. The fund would be administered by organized labour and used in conjunction with other groups engaged in conservation work and pollution control.

The executive council placed the blame for high unemployment squarely on the provincial and federal Governments. It accused the federal Government of ignoring the warnings of economists and of disregarding "both the economic cost to the community and the tragic effects on hundreds of thousands of Canadian families . . ." The blame "must be shared by our provincial Social Credit Government. The Bennett government's total refusal to plan economic development in our province meant that, during several years of gener-

ly high economic activity, a time when the Government could have used restraint in embarking on major construction projects, it was full speed ahead. The result, of course, was that a lack of major government projects coincided with the unemployment crisis brought about by the Trudeau policies."

he council's report drew attention also to the increasing role being played by organized labour in community affairs. Examples given were: the representation of citizens' interests at telephone rate increase hearings; a \$5,000 loan to a co-operative housing project; assistance to the Company of Young Canadians in a program for pensioners, and support for the United Farm Workers' organization.

he convention amended its constitution so that union members in the province can take advantage of the recently appointed CLC ombudsman. The 155,000 members of Federation affiliates will be able to submit to ombudsman Herbert Gargrave any grievance with their unions that they cannot get solved provincially.

he almost 500 delegates to the convention passed resolutions in a number of other areas, including: abortion reform; women's rights; economic planning (rejecting a wage freeze); opposition to nuclear tests; the shifting of trade ties away from the United States; shortening the three-day waiting period for accident compensation; and the "inadequacies and discrepancies" of the Unemployment Insurance Act.

## Ontario

A call for a closer relationship between workers throughout the world in order to cope with the problem of multinational corporations, and a warning against current efforts to split the existing bonds between Canadian and American workers were issued in an address to the 15th annual convention of the Ontario Federation of Labour by Donald MacDonald, President, Canadian Labour Congress. He warned also of the threat to the Canadian economy of the 10 per cent surcharge imposed by the United States on all imported goods, and of the added threat should the U.S. implement DISC, a proposed scheme to repatriate American-owned subsidiaries.

MacDonald reaffirmed labour's continued opposition to any attempt at wage and price controls in Canada, which he termed unworkable and inequitable. He charged that current economic problems in Canada stem partly from deliberate efforts by the federal Gov-

ernment to fight inflation by inducing unemployment, and partly from the extent of foreign control over Canada's economy.

Multinational corporations are gaining increasing control of the Canadian economy, MacDonald noted. **Decisions about plant shutdowns are made in other countries by people who have never seen the plant or the community where it is located, and management negotiators often merely represent a small part of some big overriding corporate structure.** "This gives new importance to international relations within the labour movement. If there was ever a time for a close relationship between workers in countries throughout the world it is now," he said.

He suggested that there have been deliberate efforts to set Canadian and American workers against each other, and he warned that employers like to see labour divided into small and ineffective groups. "We must never allow that to happen; it could only mean sacrificing the interests of the workers themselves," he said.

**Concerning the problems of technological change, MacDonald said that labour will fight any attempts by employer groups to oppose legislation to protect workers from the effects of automation.** "Organized labour is going to have a fight on its hands—and we don't intend backing away from it—to see that adequate legislation is adopted to protect workers likely to be victims of automation," he said. "We are not going to give employers the right to wheel new machines in the front door and push men and women on the scrap heap at the back door," he warned.

Speaking to what he observed was the largest convention in OFL history—1,100 delegates—Federation President David Archer foresaw a united labour movement in Ontario by the fall of 1972. "Those unions that were once affiliated will again be represented at our convention. Along with these additions, many newly organized groups are affiliating, bringing us to the highest membership peak we have ever attained."

Archer spoke about many other issues facing labour in Ontario, many of them debated later by the convention in resolutions. Among these, **he called on the provincial Government to provide child-care centres just as it provides schools and hospitals.** "Further, we insist that they pay 90 per cent of funding such centres and so relieve some of the burden on the municipalities." He reiterated the Federation's plea that strikers who qualify be given welfare during a strike.



On Canadian labour autonomy, Archer said that the criteria suggested by the CLC—autonomous Canadian districts, election by Canadians of Canadian officials, and other safeguards—have been adopted by many unions “to the point where failure to comply is the exception rather than the rule. I hope this trend will continue. We need to have more autonomous Canadian unions retaining close fraternal relationships with their counterparts in the U.S., extending that fraternal relationship beyond mere continental jurisdiction, and pursuing with relentless vigour the organization of multinational companies wherever they choose to establish.”

**Ways to provide an opportunity “for women and youth to play their full role in the trade union movement,” must be found, said Archer. “That cannot come by decree. We have to make our activities in the unions attractive and meaningful to women and youth. The women are at last winning a place in the 20th century. They have aroused people out of their complacency and made them aware of the injustices against women that should no longer exist. We in the labour movement must see that women, in the name of human rights, share in the responsibilities and share the opportunities of our society as equals.”**

Referring to complaints about union contract gains Archer said: “For my part, I make no apologies for crane operator on top of Commerce Court or the Manufacturers Life Building or the third skyscraper in the Toronto-Dominion Centre complex making as much money as the junior executives working in those buildings in comfortable, carpeted, air-conditioned quarters that workers have installed; or for the steel mill hand at the hearth furnace or the electrician or plumber whose skills were learned by the sweat of his brow as well as his brain; or for the auto production worker who has tuned his nervous system to the strain of speeded-up production lines; or for any other worker who may have won a decent standard of living across the bargaining table. If they make more, they pay more taxes without the stock options or Playboy Club expense account that executives seem to enjoy. After all, there is another side to the coin too—the many workers who, even through collective bargaining, are hardly making more than the minimum wage.”

In a statement issued on the economy, the Federation asked for greater stimulation of the economy and sug-





sted a tax cut graduated to help the lower-income  
oups. "There has to be an immediate program of in-  
ased public investment and expanded public service.  
unicipalities must get help to relieve them of their  
erburdened property tax and high education costs.  
d age pensions must be increased immediately, the 11  
r cent tax on building materials must be removed,  
emption and depletion allowances to resource indus-  
es must be removed. **We must promote and develop  
o-intensive industries, process more of our own re-  
sources, gear more of our manufacturing to the domestic  
arket, and develop new trade patterns for our exports."**

a statement on health services, the Federation asked  
e province to support and encourage the development  
community health services. The statement asked  
so: that the Denturist Society of Ontario have the  
ght to deal directly with the public in providing den-  
res; that the Ontario health plan be extended to cover  
rugs, appliances, dental care, nursing, physiotherapy,  
eglasses and hearing aids; for the elimination of  
health-care premiums; that psychiatric hospitals be re-

duced to 200 beds or less; that small therapeutic hospi-  
tals of 30 or 40 beds be established; and that adequate  
community mental health clinics be maintained.

The Federation's statement on plant shutdowns and  
unemployment listed 18 recommendations to tackle  
these problems. A book, titled **"Shutdown: The Impact  
of Plant Shutdown, Extensive Employment Termi-  
nations and Layoffs on the Workers and the Commu-  
nity,"** prepared by the OFL and containing these rec-  
ommendations was released by the Federation just  
before the convention. It was reviewed in the January  
issue of **The Labour Gazette** on p. 12.

In other areas, the OFL asked for: legislation prohib-  
iting wiretapping and other forms of electronic surveil-  
lance, and making their use in industrial disputes an of-  
fence under the Criminal Code; a federal government  
investigation of the closing of the **Toronto Telegram**  
and of its dealings with the **Toronto Star**; a shorter  
workweek, but warning against the 10-hour day; labour  
history courses in school; and protection for the textile  
and apparel industry.





## Price indexes

### Consumer, October 1971

**The consumer price index (1961 = 100) advanced 0.1 per cent to 134.9 in October from 134.7 in September, and was 3.5 per cent higher than in October 1970.** The only major component that declined in October 1971 was food. It decreased 0.5 per cent. The housing, and health and personal care, indexes advanced 0.7 per cent; clothing 0.5 per cent; recreation and reading 0.2 per cent and transportation 0.1 per cent. There was no change in the tobacco and alcohol index.

**The food index declined 0.5 per cent to 133.0 from 133.7.** The price level of food consumed at home dropped 0.7 per cent and restaurant meal prices advanced 0.5 per cent. Fruits, vegetables, and meat were the main items contributing to the decline in the price of food consumed at home. Fruit prices declined 6.2 per cent in response to lower fresh fruit quotations, the most important being a decline of over 25 per cent for apples. Most fresh vegetables also registered declines of over 5 per cent but higher prices for lettuce and tomatoes, as well as small increases for many canned vegetable products limited the overall decline in the vegetable index to 1.5 per cent. The meat, fish and poultry index dropped 0.3 per cent, beef prices declined 0.7 per cent, and pork prices 0.4 per cent. Higher prices for chickens and turkeys resulted in an increase of 0.6 per cent in the poultry index which reached a level 10.1 per cent higher than a year ago. Among staple foods, increases were recorded for bread 0.4 per cent; butter 0.3 per cent; and sugar 0.2 per cent. Flour prices declined 0.6 per cent. All dairy product items advanced and higher prices were also recorded for miscellaneous foodstuffs, including infants' food 3.0 per cent; and catsup and jam 1.7 per cent. Ground coffee prices declined 0.5 per cent and the price of eggs dropped 0.8 per cent.

**The housing index advanced 0.7 per cent to 138.6 from 137.7,** as a result of increases of 0.9 per cent and 0.2 per cent in the shelter and household operation components. It was 4.4 per cent above its level of October 1970. Rent increased slightly, 0.1 per cent, and the advance in the level of shelter prices was mainly because of a rise of 1.4 per cent in the home ownership element. Among household operation items, average furniture prices advanced 0.9 per cent and floor coverings 0.1 per cent. The household supplies indexes declined slightly. The former because lower prices for dishes outweighed higher glassware and light bulb prices, and the latter reflecting price reductions for such items as detergent scouring powder and toilet paper. Insurance charges for household effects declined.

**The clothing index rose 0.5 per cent to 130.3 from 129.8,** and was 1.6 per cent higher than a year earlier. Two major components registered decreases—footwear 0.3 per cent, and piece goods 0.5 per cent as sale prices for men's and children's shoes and for woollen dress material outweighed slight increases for other items. The men's wear component advanced 0.6 per cent. Higher prices were recorded for men's suits, undershorts, windbreakers and slacks. There were reductions in the prices of hats, sweaters and socks. In the women's wear component, increased prices for fur coats were mainly responsible for an advance of 0.9 per cent in this index although higher prices were also recorded for nightgowns, woollen skirts and sweaters. Hosiery prices declined slightly.

The children's wear index advanced 1.7 per cent with increased prices recorded for girls' winter coats, boys' trousers and infants' overalls.

**The transportation index advanced 0.1 per cent to 131.0** from 131.0 and was 4.7 per cent above its level of a year ago. The train fare index, which usually declines between September and October, advanced 5.8 per cent

lower gasoline prices in Montreal, Ottawa, St. John's and Sarnia, outweighed increases in other cities and moved this index down 0.2 per cent. Motor oil prices increased 0.5 per cent.

**The health and personal care index advanced** 0.7 per cent to 143.6 from 142.6, and was 1.7 per cent higher than in October 1970. The health care component rose 4 per cent mainly because of an increase in dentists' fees and the personal care index advanced 0.1 per cent in response to higher prices for toothpaste, razor blades, cleansing tissues, toilet soap and shaving cream.

**The recreation and reading index rose** 0.2 per cent to 136.3 from 136.0 because of higher charges for admission to sporting events. The index was 2.4 per cent above its October 1970 level.

**The tobacco and alcoholic index was unchanged** from its September level of 129.6, and was 2.5 per cent above its level of a year ago.

**Consumer price index items**, when classified by commodities and services, offer another view of the incidence of the change in prices. In the latest month the total commodities index declined 0.2 per cent as lower food prices more than offset slight advances for other commodities. The components for non-durables excluding food, and for durables, each rose 0.2 per cent, the former because of higher prices for clothing and toiletries, the latter as a result of increased furniture and carpet prices. An advance of 0.8 per cent in the services index resulted from increases in train fares, dental fees, charges for admission to sporting events, and dwelling insurance rates.

#### **City consumer, October 1971**

**Lower food prices between September and October were responsible for declines in consumer price indexes in twelve regional city and city-combinations.** The decreases in the all-items indexes ranged from 0.1 per cent in Saint John, Ottawa and Vancouver to 0.7 per cent in Quebec City. Lower prices for most fresh produce items and beef and pork cuts, contributed to declines in the food indexes of all regional cities. Reflecting increased rents and higher prices for many home furnishings, housing indexes for all cities except Montreal, ad-

vanced. Increased prices for men's suits and women's coats and lingerie, were mainly responsible for the increase in the clothing components in all cities.

The transportation indexes rose in ten cities reflecting higher train fares across Canada and increased gasoline prices from Winnipeg to Vancouver. An increase in dentists' fees and higher prices for many toiletry items contributed to advances in all the health and personal care indexes. The recreation and reading indexes rose in ten cities and the tobacco and alcohol indexes were unchanged from September.

Regional consumer price index point changes between September and October were: (on base 1961=100) St. John's -0.2 to 124.4; Halifax -0.5 to 126.9; Saint John -0.1 to 126.1; Montreal -0.4 to 126.7; Ottawa -0.1 to 131.6; Toronto -0.4 to 130.2; Winnipeg -0.5 to 129.1; Saskatoon-Regina -0.4 to 124.1; Edmonton-Calgary -0.2 to 128.9; Vancouver -0.1 to 128.0; (on base 1969=100) Quebec City -0.7 to 104.3; Thunder Bay -0.4 to 104.8.

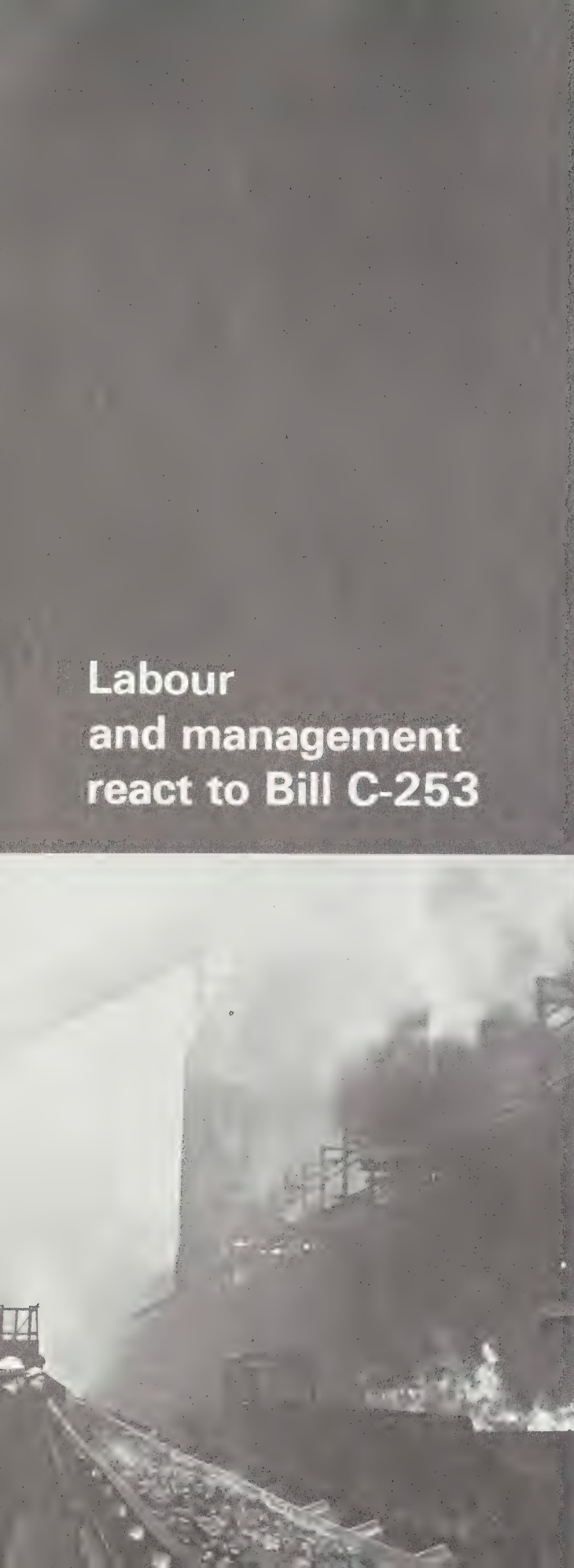
#### **Wholesale, October 1971**

**The general wholesale index (1935-39=100) declined 0.1 per cent in October to 291.2 from the September index of 291.6.** It was 2.3 per cent higher than the October 1970 index of 284.6. Four of the eight major group indexes were lower, and four advanced.

**The wood products group index dropped** 0.6 per cent to 401.4 from 403.7 reflecting price decreases for cedar and spruce. The vegetable products group index declined 0.5 per cent to 231.7 from 232.8 as lower prices for grains, tea, coffee and cocoa, and potatoes more than offset higher prices registered for fresh fruits, sugar and its products, and vegetable oils and products. Lower prices for silver and refined copper (export sales) resulted in a downward movement of 0.3 per cent to 259.1 from 259.9 in the non-ferrous metal products group. The textile products group index declined 0.1 per cent to 263.6 from 263.9.

**The chemical products group index rose** 0.4 per cent to 239.7 from 238.8 on higher prices for soaps and detergents. An advance of 0.3 per cent to 331.5 from 330.4 in the animal products group index reflected price increases for milk and its products, fresh and cured meats, and livestock. Increases of 0.1 per cent occurred in two major group indexes; iron products to 318.8 from 318.4 and non-metallic minerals to 227.4 from 227.1.





## Labour and management react to Bill C-253

The Canadian Labour Congress, in a formal submission to Labour Minister Bryce Mackasey, gave general approval to proposed changes in the Canada Labour Code, Part V (Industrial Relations). On the matter of new provisions concerning technological change, the CLC said that, although the proposals were "not ideal, they represented a forward step. The memorandum included detailed comments on a number of technical aspects of sections of Bill C-253 dealing with the recognition of union and collective bargaining procedures.

The CLC was critical of changes suggested in the structure of the Canada Labour Relations Board. The union organization said it was under the impression that, in its present form, the Bill would be allowed to lapse with the adjournment of the present session of Parliament and would be brought back to the next session in a modified form.

On the matter of protecting workers from the impact of technological change, the labour group was in sharp conflict with employers who have made intensive representations to the Government. The CLC said that this portion of the Bill appeared to be based on "the sound and broadly accepted principle that technological change must be encouraged and developed, but not at the expense of Canadian workers," and added: "We regard this principle as being of paramount importance to working people everywhere."

The CLC believed that placing the onus on employers to give notice to the union of proposed technological changes was in some respects increased recognition of unions as members of the social community. There was, however, concern over the proposal to clothe the newly-structured Canada Labour Relations Board with some control over bargaining on matters related to technological change. There was also concern that some provisions were, in effect, escape hatches.

"There is no doubt, however, that the sections of the Bill ... give to bargaining agents the right to bargain collectively on matters relating to technological change, and although we have some reservations about the extent to which that right may be freely exercised, we strongly support the principle that the Bill should deal with the issue of technological change," the CLC said.

The proposed changes in the structure of the Labour Relations Board were seen by the union representatives as introducing something "closely akin to a labour

ourt." Preservation of the tripartite nature of the board—representative of labour, management and government—was strongly favoured over a suggestion for a board composed of individuals without any group relationship.

Regardless of any other changes that might be made with respect to the functioning of the Board, we deem it absolutely necessary that this representative character of the Board be preserved in any new legislation that is passed," the memorandum said.

The proposed section on picketing was regarded as a serious infringement that would "deny to trade union people in the federal jurisdiction a right that remains unrestricted for any other group in our society." In effect, the proposed legislation would impose a blanket prohibition on all forms of picketing, except by those actively involved in the dispute.

The CLC continued: "Picketing today is an extremely common practice, engaged in by all sorts of groups and organizations for a variety of reasons at whatever sites the particular occasions seem to dictate as suitable and necessary. It seems that only trade unions must suffer restrictions because their use of picketing is confined mainly to the furtherance of trade disputes with the corporate powers in our society. Such restrictions, in our view, constitute an interference with the civil liberties that workers, like other citizens, possess in relation to freedom of speech and the right of assembly."

The CLC asked also that the legislation include an unequivocal statement that it is the policy of the Government to promote the full acceptance of the union movement as an integral part of society.

In a brief submitted to Labour Minister Mackasey, the Canadian Manufacturers' Association urged that proposed revisions to the Canada Labour Code would adversely affect management-labour relations, increase industrial conflict, and threaten this country's economic well-being at a time when Canadian industry is fighting for survival in world markets.

As far as giving a union not less than 90 days notice of technological change, the CMA brief stated, the union could then apply to the Canada Labour Relations Board, now being reconstituted, for the right to bargain and strike over the impact of the change. The CMA

brief argued that the effect of these measures would be to subject management's innovative ability to protracted delay and potential veto through strike action.

"Innovation, new methods, new equipment, new materials, new layouts are and must be a continuing process—a process almost of 'unchanging change,'" the brief said.



The submission asserted that the legislation is an "unwarranted and counter-productive" intrusion by the Government into the process of free collective bargaining between managements and unions. "It would vitiate management's authority and responsibility to innovate and to improve efficiency. It would enable unions to have 'a second bite of the apple' by permitting them to reopen contracts during their terms. Unions could also harass employers by using technological change as a pretext to seek unrelated benefits during the life of a contract, backing up these demands by the threat of strike action."



The CMA said that Bill C-253 completely reverses a principle that has been the cornerstone of labour-management relations for 30 years—namely, the prohibition of strikes during the lifetime of a collective agreement. The effect of the legislation, according to the CMA, would be to undermine industrial stability and to weaken Canada's competitive position.

Speaking to the Canadian Club of Ottawa, CMA President Gérard Filion said that the proposed amendment to the Canada Labour Code concerning notice of technological change "sounds so very innocent, so very desirable, so very human," but in fact gives unions wielding monopolistic power a dangerous new weapon to employ against management in the affected industries seeking to improve efficiency of operation.

"It is a weapon these union monopolies would most certainly invoke on every conceivable occasion, if only as a bargaining ploy," Filion observed. "The inevitable increase in disputes within the fields of transportation, communications and goods-distributing would have serious consequences, not only for manufacturing, but for the whole economy."

Filion urged that the technological change provisions be dropped or, at the very least, deleted. "They are not only unnecessary—in the sense that the subject is largely covered by collective bargaining and that problems of adjustment are covered by other measures such as improved unemployment insurance and standards governing layoffs and termination—but they would seriously impair industry's ability to meet the new economic challenge.

"Having abandoned the technological change proposals, the government should then give us evidence of a willingness to introduce some of the improvements in the Canada Labour Code that we had reason to expect in view of our steadily worsening strike record. There is a real need to redress the balance of bargaining power that has developed over the years in favour of unions, and that has made it easier for them to impose their policies on the economy through these strikes and threats of strikes."

He was not suggesting, he said, punitive anti-union legislation. "We do want, in the interests of the whole economy, to see some imposition of obligations and responsibilities on unions to match the rights and privileges they enjoy in such number."

In a letter to Mr. Mackasey, Public Service Alliance President Claude Edwards said that he has thrown the full weight of Canada's third largest union behind the Minister in support of his fight to improve the Canada Labour Code. Mr. Edwards complimented Mr. Mackasey for his "bold and forthright proposals, which demonstrate your concern for Canadian workers and the institution of collective bargaining."



The Alliance President went on to say that his organization was deeply disturbed by the well-co-ordinated and concerted attack on the proposed amendments by the business community, and stated that he was confident the Government would be able to withstand the pressure being exerted by industry, and bring in the required amendments to the Code.

# Labour legislation in 1970-71

## Part 1: Apprenticeship and tradesmen's qualifications

**During 1971, changes were made in the apprenticeship and tradesmen's qualification legislation in all provinces. A new appeal procedure was established in Ontario under the Civil Rights Statute Law Amendment Act, 1971. In Newfoundland and Nova Scotia, apprenticeship laws underwent rather minor changes. New general regulations were issued in Newfoundland and Prince Edward Island, and several other provinces designated additional trades through changes in their regulations. Major regulations governing the construction industry were made under the Québec Manpower Vocational and Qualification Act.**

The former provisions of the Nova Scotia Apprenticeship and Tradesmen's Qualification Act provided that any untrained person under 21 years of age commencing work in a designated trade was required to become an apprentice within three months. An amendment removed the reference to age, with the result that any person entering a designated trade who does not hold a certificate of apprenticeship or qualification is required to enroll in an apprenticeship program.

The penalty for contravention of the Newfoundland Apprenticeship Act is a maximum fine of \$100 on summary conviction. A minimum fine of \$25 was provided for.

Following the recommendations of the McRuer Royal Commission Inquiry into Civil Rights, Ontario passed the Civil Rights Statute Law Amendment Act, which deals with the powers conferred by various statutes to make decisions affecting a person's rights, to conduct inquiries and investigations, and to make inspections. The Act is to be proclaimed in force.

The main amendments to the Apprenticeship and Tradesmen's Qualification Act establish appeal procedures from decisions taken by the Director. Where the Director cancels a contract of apprenticeship for cause, or revokes or refuses to renew a certificate of qualification or a licence to operate a trade school, he must notify the persons concerned in writing, together with reasons for the decision and notice of their right of ap-

peal. Either party to a contract of apprenticeship, or the holder of the certificate or licence, may appeal within 15 days to a judge of the county or district court in the area in which he resides. The judge's decision may be appealed to the Supreme Court.

In addition, the Lieutenant-Governor in Council is authorized to make regulations providing for Inter-provincial Standards examinations, and for recognition of certificates or standings granted under such examinations in other provinces.

### **Ontario designated two new trades, and made minor amendments in the regulations governing several others.**

The new trade of farm equipment mechanic was designated for apprenticeship training and compulsory certification. Training is to consist of full-time day courses at the Ontario Agricultural College, and practical instruction by the employer. The number of hours of apprenticeship required varies according to the education and experience of the candidate. Normally, the apprentice is required to complete 5 periods of instruction at a rate of 1,800 hours each. If he has successfully obtained an Ontario secondary school graduation diploma or other academic equivalent, he is to complete 5 periods of instruction of 1,400 hours each. In the event that the candidate has passed his Ontario diploma or the equivalent, and he has also successfully completed a pre-apprenticeship program approved by the Director, he must complete five 1,300-hour periods. Where he has attained a Grade 10 education or an accepted equivalent, and has successfully completed an approved pre-apprenticeship program, the requirement becomes 5 periods of 1,700 hours.

Those apprentices holding a certificate of qualification in the motor vehicle mechanic or heavy duty equipment mechanic trades are required to complete the fourth and fifth periods at the rate of 1,800 hours a period. If they can produce written evidence satisfactory to the Director to the effect that they have had at least two years experience in the certified trade, however, they are entitled to write the examination in the certified trade. Apprentice wages vary from 50 to 90 per cent of the prevailing rate for a journeyman.





The trade of general carpenter, formerly designated for apprenticeship, is now designated for apprenticeship and compulsory certification. To be registered as an apprentice in this trade, the candidate must have successfully completed Grade 10 in Ontario or its equivalent or have graduated in a course of general carpentry in an occupational program of a junior or special vocational school; or have been recommended to the Director by the principal of the school where he completed a course of enrollment as an apprentice in the certified trade.

Apprenticeship training consists of full-time educational day classes at the College of Applied Arts and Technology or accepted equivalent courses, plus work experience provided by the employer. Previously, the training program in this trade comprised 4 periods of 1,800 hours each in educational courses at a Provincial Institute of Trade, plus practical experience. **Under the new regulations, the apprentice must complete 660 hours of educational training, and at least 3,184 hours of work experience. The number of hours of work experience may be increased, at the discretion of the Director, to 6,540 hours.**

Finally, the Director provides an achievement record book to an apprentice in the certified trade for the purpose of recording his achievement during apprenticeship. In this way, an apprentice who fails to pass his certificate is left with something tangible to show for his training.

It should be noted that the fixed annual expiration dates for certificates of qualification in the certified trades of hairdresser, watch repairer and refrigerator and air conditioning have been repealed.

The Minister of Labour of Ontario announced in the Legislature that the "block" or "modular" system of training in industry is being further developed. Modular training experiments are taking place in the tooling, petro-chemical and food processing industries, with encouraging results. An analysis of the mining industry has also been completed. A survey of the mechanical component of the construction industry has been completed, and this is to be followed by an examination of the electrical components of the industry. These studies will assist the Department in the planning of its future training programs.

It was announced also that an internal task force under the chairmanship of Dr. William Dymond of the University of Ottawa is investigating the whole question of the appropriate role of government in the training-in-industry field.

during the year, the Québec Department of Labour and Manpower completed a comprehensive inventory of manpower training needs for the economic regions of the province. As a part of the structure provided for in the Manpower Vocational Training and Qualification Act, regional advisory committees have been set up. As the next step, the Québec Government will negotiate with the federal Government procedures for the application of training programs.

The first two regulations issued under the Manpower Vocational Training and Qualification Act apply to the construction industry. As a preliminary step to the regulation of the construction industry, trade names and definitions, which formerly numbered 484, were reduced to 54. Two new regulations were issued under this Act on January 2, 1971, designating trades for apprenticeship and compulsory certification. These regulations were reissued on October 30, 1971. The main changes were an increase in the number of trades specified, and changes in the apprenticeship time periods. The first regulation applies to 24 (previously 15) general construction trades: carpenter joiner, lather, crane operator, shovel operator, heavy equipment operator, heavy equipment mechanic, structural steel erector, boilermaker, ornamental iron worker, reinforcing steel erector, tinsmith, roofer, erector mechanic (glazier), painter, resilient flooring layer, insulation plasterer, cement finisher, bricklayer mason, tile setter, millwright, electrician, pipe fitter, and elevator mechanic.

The second regulation applies to four (previously five) technical trades within the construction industry: electrician, pipe fitter, elevator mechanic, and electrical machinery operator.

Under these regulations, a certificate of qualification (issued by the Manpower Branch of the Department) is obligatory for admission to employment in any of the listed trades.

Apprenticeship is compulsory in each of the listed trades. The length of apprenticeship varies from one to five periods according to the trade. A period equals 2,000 apprenticeship hours.

One period for: crane operator, shovel operator, heavy equipment, reinforcing steel erector, roofer, resilient flooring, and electrical machinery operator.

Two periods for: structural steel erector, ornamental iron worker, and cement finisher.

Three periods for: carpenter joiner, lather, heavy equipment mechanic, boilermaker, tinsmith, erector-mechanic (glazier), painter, insulator, plasterer, bricklayer mason, tile setter, and millwright.

Four periods for: electrician, and pipefitter.

Five periods for: elevator mechanic.

One period of 500 hours for the operation of the first machine and 250 hours for the operation of any additional machine for: operation of electrical machinery.

To enter apprenticeship, the apprentice must obtain an apprenticeship booklet from the Québec Manpower Centre, and his knowledge and experience will determine the level of training to which he is admitted. The booklet must be revised yearly on the apprentice's birthday in order to remain valid.

The regulations also fix the ratio of apprentices to journeymen in each trade, and the wage rates are expressed as a percentage of the journeyman's rate. Anyone who believes that the application of these regulations encroaches upon his rights is given the right to appeal to the arbitration council, whose award is final.

In British Columbia, the trade of industrial instrumentation was designated, as were three trades in the lumber manufacturing industry—those of saw fitter, circular saw filer, and benchman. The trade of joinery (benchman) was also designated. Regulations were issued for the latter four trades, making provision for voluntary certification upon submission of proof of 4,000, 6,000 and 8,000 hours of qualifying time, respectively, in the trade, and upon passing the required examinations.

**In Alberta, a new trade, that of steel fabricator, was designated.** The conditions laid down for training in this trade are similar to those governing other trades under the Act. These include a minimum educational level of Grade 10 or its equivalent, unless the person is recommended by a local advisory committee and passes the examination prescribed by the Director. The term of apprenticeship consists of three periods of 12 months each, where a period consists of 1800 hours employment (including time spent attending technical courses). Time credits are given for previous school or trade experience. Wages are fixed at 60, 70 or 80 per cent of the prevailing wages for a journeyman.



Regulations governing the trade of welder were revised and extended. The educational standard remained at Grade 9 level; as in the steel fabricator trade, however, a person under such level may be considered if he is recommended and passes the proper examinations. The term of apprenticeship for a welder is similar to those of most trades under the Act—namely, three periods of 12 months each at 1,800 hours period. Here again, time credits are permitted for previous schooling or experience in the trade.

Provision was made for voluntary certification in the trade of roofer. The applicant must pass an examination and submit proof of efficiency—a minimum of three years of qualifying experience in the trade. If he applies for examination for a certification of qualification before December 1, 1971, he may be issued a certificate without an examination on the recommendation of a local advisory committee. It should be noted that a holder of a certificate of qualification may be re-examined at any time, and failing such an examination may result in cancellation of the certificate. A certificate may also be cancelled if it has been attained fraudulently.

The wage rate for an apprentice cook was raised from 50, 65 and 80 per cent to 60, 75, and 85 per cent of the prevailing wages for a journeyman.

In Manitoba, the blacksmith, boilermaker, electrician, machinist, sheet metal worker, carman, and pipe fitter trades in the railway industry were designated. Apprentices employed by the CNR in these trades will serve an apprenticeship of four years, during which time they will attend in-school training courses provided under a special contract with the Department of Youth and Education.

The Apprenticeship and Industrial Training Division of the Department of Labour supervises examinations and issues licences under the Barbers Act and the Hairdressers Act to persons working as barbers or hairdressers or owning or operating shops. In-school training for the barbering trade has been increased from 1,000 to 1,200 hours, and the period of "improvership" reduced from two years to 18 months. Journeyman barber licences, which are granted without examination, and master barber licences, which are granted by examination to persons who have been journeymen in the trade for two years, are valid for a two-year period. These licences apply to the persons holding them, rather than to specific barber shops.

**A new regulation requires that apprentices be paid at least the minimum wage established under the Employment Standards Act.**

In New Brunswick, training is offered in 52 trades, with apprenticeship terms varying from three to five years. Under the terms of the Act, certification for those with experience must be offered, on a voluntary basis, in all trades for which training is available.

During the year, regulations were issued for a number of these trades, defining the scope of the trade and setting out the minimum number of years of working experience (in lieu of successful completion of an apprenticeship program) required for a certificate of qualification. For most of these trades (cabinet-making, joinery, millwork, carpentry, machinist, industrial mechanic, steamfitter-pipefitter, drafting (architectural), and drafting (mechanical) trades), 5 years of practical experience is required. For the painting and decorating and bricklayer trades, four years experience in the trade is necessary; sheet metal workers must have 6 years experience. The requirement for a barber's certificate of qualification was reduced from 3 to 2½ years. To be successful in a trade certification examination, a candidate must attain a 65 per cent pass mark. An approved reader or interpreter may be used by a candidate to assist him in completing the examination.

**A certificate of qualification is valid for five years or such time as is prescribed in a trade regulation, and may be renewed without examination, on application and upon payment of the prescribed fee, not later than two years following the expiration date of the certificate.**

The general regulations under the Act were amended to make certain changes with regard to the wage rates of apprentices. These rates now vary with the period of apprenticeship, whether three, four or five years, at a ratio of from 50 to 85 per cent of the journeyman's rate.

A change has also been made in methods of training apprentices. Evening class instruction is being replaced by day class instruction, commonly termed "block release classes." The response to this change has been favourable, and the results attained thereby, excellent.

Nova Scotia designated the oil burner installation and servicing trade for apprenticeship training and compulsory certification. The provincial Apprenticeship Board also approved a trade union request for the institution

of a program of compulsory certification of masonry tradesmen. A request to designate the barbering trade was refused, and it was recommended that a more thorough survey of the trade be undertaken.

**The Board recommended the issue of new regulations for the painting and decorating trade.** Revised regulations provided for the certification of persons other than apprentices on a voluntary basis in the carpentry and motor vehicle repair (body) trades. Changes were made in the motor vehicle repair (mechanical) trade to allow for training and certification of service station mechanics.

Further, a move has been made to organize trade advisory committees on a provincial rather than a local basis. In six trades—lineman, machinist, cooking, industrial instrumentation, refrigeration and air conditioning, and millwright—the committee represents the trade for the entire province.

The first general regulations under the Prince Edward Island Apprenticeship and Tradesmen's Qualification Act were issued. The following were listed as designated trades: carpentry, plumbing, motor vehicle repair, electrical construction, bricklaying, auto body repair, heavy duty repair, beauty culture, motor vehicle repair (electrical and fuel), boat building, and sheet metal. Other trades may be designated from time to time by the Board. A Grade 10 standing or other equivalent qualifications approved by the Director is required for apprenticeship.

A tradesman may be examined for a certificate of qualification if he is 21 and has worked at a trade for five of the previous eight years. He may be examined for a certificate of proficiency if he has worked at the trade for seven years. A certificate is valid for five years. It may be renewed if the tradesman files the prescribed documents, pays the prescribed fee, and satisfies the Director that he has worked in the trade for at least four of the previous five years. An application for renewal must be made within 30 days of the expiry date.

Certification is compulsory in the trades of plumbing and motor vehicle repair (mechanical). Other trades may be declared certified trades by the Lieutenant-Governor in Council. Persons entering a certified trade must become an apprentice in that trade under a plan approved by the Director.

Provision is made for a Block Release Training Program. Where an apprentice fails to attend such a pro-

gram, he loses time as an apprentice at the rate of four months loss for the first year of training, six months loss for the second year, and eight months loss for the third year.

Newfoundland replaced its Apprenticeship (Consolidated) Regulations. The new regulations include provisions making it compulsory for tradesmen in the motor vehicle repair, auto body repair and heavy duty repair trades in a defined area of the province to hold a valid certificate of qualification in the trade. These provisions apply to the Avalon Peninsula and the City of Cornerbrook and surrounding areas. The requirement for compulsory certification in the auto body repair trade is new. Another new provision in the regulations states that an employer must, if required by the Board, record on a form furnished by the Board the daily progress of each apprentice employed in his business.

In Saskatchewan during 1969-70, the Apprenticeship and Tradesmen's Qualification Branch conducted a survey to ascertain what changes in the apprenticeship and tradesmen's qualification program were desired by employers' and tradesmen's organizations. These changes are currently under review. Arrangements were made with the Director of Apprenticeship in Alberta whereby glass worker and tile setting apprentices (from Saskatchewan) will be trained along with Alberta apprentices.

**Because of their small population, the Yukon and Northwest Territories have been unable to develop comprehensive technical training programs for apprentices.** At their request, the Apprenticeship and Industrial Training Branch of the British Columbia Department of Labour, with the financial help of Canada Manpower, has arranged to have apprentices from the two territories attend apprentice classes in British Columbia.

By mutual agreement, the Interprovincial Standard has been established and approved across Canada in the following trades: bricklaying, carpentry, electrical, heavy duty repair, machinist, motor vehicle body repair, motor vehicle mechanics repair, plumbing, radio and television electronics, refrigeration and air conditioning, and sheet metal. The examinations in these trades are written by graduating apprentices.

Examinations for the red interprovincial seal are open to tradesmen who have held a provincial journeyman certificate for at least one year in the following trades: carpentry, electrical, motor vehicle mechanics repair, plumbing, refrigeration and air conditioning, and sheet metal.



# Unemployment insurance report

**On June 27, 1971, a new Unemployment Insurance Act came into force. Under the new program coverage will be universal. Employment of persons formerly excluded because of occupation or salary ceiling will be insurable. The qualifying conditions for benefit have been eased. In addition to regular benefit provision has been made for sickness, maternity and retirement benefits.**

During July a total of 154,000 initial and renewal claims for benefit were filed in UIC district offices across Canada. This represented an increase of 12,000 (8 per cent) from the 142,000 filed in June. In July 1970, 148,000 claims were filed. Of the 46,300 initial claims allowed under provision of the new Act, 43,935 were for regular benefit. Special benefits allowed were: 315 for sickness, 847 for maternity and 1,203 for retirement.

On July 31 a total of 409,000 claimants were registered for unemployment insurance benefit. Of these, 329,000 came under the provisions of the old Act. The 80,000 claimants who came under the new Act included 1,000 for sickness and 1,200 for maternity benefit. There were 420,000 claimants registered on June 30. On July 31, 1970 the number was 439,000.

A total of \$43.9 million in benefit was paid in July. Of this amount \$43.0 million was under the old Act. Benefits amounted to \$49.2 million in June and \$43.9 million in July 1970. Effective June 27, 1971, weekly benefit rates incorporated the Supplementary Unemployment Insurance Benefit, at 10 per cent, which was paid from January 3, 1971. The change in benefit rates affects a comparison of average weekly benefits which were \$37.81 in July, \$35.25 in June and \$35.07 in July 1970.

## **New program**

Coverage is universal for all regular members of the labour force for whom there exists an employer-employee relationship. There is only one group not included, i.e., those making less than \$30 per week or 20 times the provincial hourly minimum wage, whichever is the lesser. All persons engaged in insurable employment are insured for the first \$150 a week and universality became effective January 2, 1972. Coverage, contributions and benefit entitlement cease at age 70.

## **Contributions**

Employers and employees absorb the benefit cost for the initial and re-established benefit periods as well as the administration cost, with the employer rate being 1.4 times the employee rate. The government share is confined to the benefit cost for the extended benefit periods as well as the excess cost of benefits for the initial and re-established benefits that are due to a national unemployment rate greater than 4 per cent.

There is no fund and employer and employee contributions are adjusted yearly. National Revenue/Taxation began collection of the contributions effective January 2, 1972.

Persons formerly not contributing either because of their occupation or by virtue of being over the salary ceiling will pay a preferred rate for the first 3 years. For those who had been occupationally excluded, the preferred rate is portable. In the case of persons formerly excluded because of the salary ceiling, however, the preferred rate continues only as long as the employee remains with the January 2, 1972, employer. An experience rating formula for employers may be introduced in 1974 to reflect the additional benefit expense generated by large employers who have above-average layoff experience.

## **Benefits**

**The waiting period for benefits is 2 weeks and the duration of benefits under the new program is not determined solely by the length of attachment to the labour market. A claimant can draw to a maximum of 51 weeks depending on his employment history and prevailing economic conditions, providing (a) he has at least 8 weeks of contributions in the last 52 and (b) he meets the conditions of availability, capability and searching for work.**

Persons with 20 or more weeks of insured earnings (major labour force attachment) are eligible for a wider range of benefit that includes a pre-payment of 3 weeks of regular benefit for work-shortage layoffs; benefit pay-

ments when the interruption of earnings was caused by illness or pregnancy; and 3 weeks retirement benefit for older workers.

Sickness benefit is available for a maximum of 15 weeks for persons with major labour force attachment who have suffered an interruption of earnings due to illness, injury or quarantine (excluding Workmen's Compensation). If a person is taken ill while on regular claim, sickness benefit is available but the combined duration of benefits during the initial benefit period cannot exceed 15 weeks.

**Maternity benefit is available for 8 weeks before confinement, the week of confinement and 6 weeks after, to women who have had a major labour force attachment. They must also have been in the labour force for at least 10 of the 20 weeks prior to the 30th week before the expected date of confinement.**

Retirement benefit is available for 3 weeks. It is paid in a lump sum to claimants with a major labour force attachment who are 65-70 and who have signified they have left the labour force by having applied for Canada or Québec Pension Plan benefits; and to persons over 70 years of age. In the case of those over 70, the application must be within 32 weeks of the 70th birthday as employment weeks are no longer earned after that time. The benefit is paid without a waiting period and without regard to earnings or availability.

**The benefit rate for all claims will be  $\frac{2}{3}$  of average insured earnings in the qualifying period to a maximum of \$100 per week and with a floor of \$20 per week.**

For claimants with dependants and whose average qualifying earnings are \$50 per week or less, the benefit rate is 75 per cent. During later stages of benefit all claimants with dependants draw benefit at 75 per cent of qualifying earnings subject to the \$100 maximum.

The mode of payment makes no difference. If the payment is a lump sum, the claim starting date is advanced according to the number of weeks of normal earnings represented by the lump sum. If the payments are in instalments the starting date is advanced until the instalments cease. In no case is the claim starting date advanced by more than 32 weeks. As under the old act, income from a pension does not defer the claim starting date nor is it detected from benefits payable.

**Work-related income in excess of 25 per cent of benefit rate is deducted. In the case of sickness and maternity, proceeds of wage loss policies are not deducted during the waiting period but are deducted after the waiting period.** All work-related income is deducted during both the waiting period and after the waiting period has been served.

## General topics

### Employment review

Employment increased by 63,000 in October to a total of 8,251,000 and was 258,000, or 3.2 per cent, higher than a year ago. The number of unemployed persons was 447,000 compared with 419,000 in October 1970. The labour force, at 8,698,000 was 286,000, or 3.4 per cent higher than a year earlier. The seasonally adjusted unemployment rate declined to 6.7 in October from 7.1 in September, but was still above the general level of the past year. The unadjusted rate, representing the ac-

tual unemployment as a per cent of the labour force, rose slightly to 5.1 from 5.0 in September.

#### Employment

**There was an increase in employment between September and October of 63,000.** This increase applied both to persons 14-24 years of age and to women 25 years of age and over. Among men there was little change. Among major industries there was an above-average monthly increase in manufacturing, 37,000; transportation, communication and other utilities recorded



no change; finance, insurance and real estate showed a decline, 10,000. There was little change among other industries.

### Seasonally adjusted employment

The seasonally adjusted employment level for Canada rose to 8,188,000 in October from 8,099,000 in September. In Quebec and British Columbia there were large increases, and Ontario also recorded a gain. The Atlantic region and the Prairies showed no significant change from last month.

### Unemployment

The unadjusted unemployment estimate between September and October was 447,000 compared with 434,000 a month earlier. By age groups, unemployment (not seasonally adjusted) between September and October increased by 17,000 among persons 25 years of age and over but declined by 5,000 among persons 14-24 years of age.

### Seasonally adjusted unemployment rate

The seasonally adjusted unemployment rate was 6.7 in October. Persons 14 to 24 years and men 25 years and over recorded significant reductions in their unemployment rates on an adjusted basis. The rate of persons 14 to 24 declined from 12.2 to 11.3 per cent and that for men 25 and over from 6.0 to 5.3. There was an increase in the rate for women 25 and over—from 3.4 to 3.9 per cent.

## U.S. employment

Unemployment in November was 4,800,000 compared with 4,600,000 in October. The seasonally adjusted rate of unemployment was 6.0 compared with 5.8 per cent in the previous month; the actual rate of unemployment was 5.7 per cent compared with 5.4 per cent. The civilian labour force was 85,019,000.

## Unemployment insurance fund

During October 1971, 18,961 investigations were finalized across Canada. Of these, 8,958 were on-premises investigations and 1,845 were selective investigations to verify the fulfilment of statutory conditions. The remaining 908 formal investigations and 7,250 post-audit investigations were in connection with claimants sus-

pected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,439. Prosecutions were begun in 56 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in October totalled \$60,834,731.24 compared with \$56,742,282.08 in September and \$50,730,508.23 in October 1970. **Benefits paid in October totalled \$52,241,721.99 (including \$29,946,819.00 under the new Act) compared with \$48,869,955.75 in September (\$20,648,459.00 under the new Act) and \$40,365,370.22 in October 1970.** The balance in the Fund at the end of October was \$290,380,504.55 compared with \$281,787,495.30 in September and \$464,772,598.39 at the end of October 1970.

## February credits

**Unemployment insurance report**, p. 82, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

**Certification before the CLRB**, p. 88, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour**, p. 90, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** NFB: Cover, p. 61, 64, 74, 75, 76, 78, 92. Photo Features Ltd., Ottawa: p. 54, 56. The Public Archives of Canada: p. 58. Studio A. Dubuc: p. 63. Frank McGuey, Toronto: p. 70.



## Socialism: One choice for the CNTU?

All things considered, the Confederation of National Trade Unions (CNTU) has gained from its last “mini-convention” (the confederal council meeting held on October 6, 7, 8 and 9, 1971, in Montreal) definite advantages that will strengthen its position in all respects, at least until the next general convention, which will meet not later than June 1972.

The advantages gained are impressive on three counts: from the viewpoint of internal operations, a reconciliation holds out the prospect of reharnessing the energies of dissenting personalities—even of dissident factions; from the leadership viewpoint, the CNTU has chosen to extend Marcel Pepin’s term of office; lastly, in a much broader perspective, the CNTU has redefined the implications of its manifesto of September 8, and has stepped into the thick of the fight against American and English-Canadian imperialism, advocating the economic self-

determination that might be forthcoming with the emergence of a socialist state serving with the working man.

The conference agenda included the reinstating of Michel Chartrand, President of the Montreal Central Council, and his right-hand man from the Syndicat de la construction de Montréal, Florent Audette, both of whom had been expelled from the CNTU more than a year ago for having expressed and reiterated too freely their differences of opinion.

The author of the resolution calling for their reinstatement contended that a disciplinary measure cannot be stretched out indefinitely. Once the sanction is known and has been respected, he argued, there is no point in extending it just for the sake of doing so. “Personally,” continued the mover of the resolution, “I would not like to be excluded from this assembly for good, just because I had taken a very strong stand.” A secret ballot was decided upon, and the decision—96 votes to 59—



was that Messrs. Chartrand and Audette be reinstated. Although they may resume their CNTU duties, they could not serve as delegates to the meeting.

With its 250,000 members, 1,021 unions, 12 federations and 21 central councils, the CNTU is a complex organization, and from time to time it is torn by crises and internal strife. Some sources of friction were evident at the confederal council—for example, the dispute between the CNTU Professional Employees Union and the Clothing Workers' Federation, and also the complaints by the Dupuis Brothers Employees Union about the requirements of the inter-union common front in the *La Presse* conflict.

The task of the confederal council was to find a successor for Marcel Pepin, who, for reasons of his own, had announced his resignation several months earlier.

This was the position. Marcel Pepin had resigned; his letter of resignation had gone into the records. A candidate had been found to replace him—Paul-E. Dalpé, the current Vice-President—and he had the support of his colleagues, Gérard Dion, Treasurer and Amédée Daigle, Director of Services. Several delegates were of the opinion, however, that it was not up to the confederal council to decide the choice of a President; it was believed that a convention should be held, even though two years had not elapsed since the previous one, in order that members might express themselves freely on such an important question.

During the council meeting, delegates made their positions known, stating openly what they thought about their president's resignation. They several times asked him to reconsider his action, especially in view of the plan to advance the date of the next confederal convention.

**During the evening of the very first session, however, Marcel Pepin, concluding that the CNTU would be left in a very awkward position and torn by opposing forces if the resignation stood, decided to clear up the confusion by announcing his intention to remain at his post until the next convention, when the membership would be completely free to make their choice.**

One thing is certain. Marcel Pepin is still the CNTU's uncontested leader. That was the picture he presented as he stood to receive an ovation from the delegates when he withdrew his resignation—a resignation that was

in fact withdrawn from the official records at the express request of the only other candidate, Dalpé.

"The real test of a movement," Pepin stated in his address to the delegates at the council's opening session, lies in what it achieves every day, every month, every year. We must never forget that. We can make statement after statement, issue threat after threat, and adopt the best principles in the world—but what counts is what you actually do." He wanted people to be convinced that his gesture was necessary, and in the best interests of the union movement. He had finally agreed to reconsider his resignation for the sole purpose of enabling the movement to achieve the unity expected from its members. "We shall be united in every battle; otherwise there is no point in carrying on," he stated as he agreed to fill his own shoes, so to speak, until the next convention.

**The most important question on the agenda, however, was that of approving the "manifestoes" that have defined and still define in black and white the policy of the central labour congress, and hence its day-to-day action with respect to unemployment, employment, and the economic situation in general.**

During the first few hours of the confederal council meeting, the delegates were called upon for their views on the three documents that chart the direction of action taken during the last six years, but which do not appear to have been based on a clear-cut policy: *Ne comptons que sur nos propres moyens* (We must rely on ourselves); *Il n'y a plus d'avenir pour le Québec dans le système économique actuel* (There is no future for Québec in the present economic system); and *Mesures de paix* (Measures for peace). (The last-named document was approved at the convention held in Montreal on December 6, 1970).

In two sessions, the delegates read through the literature and commented in particular on the first of the documents—"We must rely on ourselves"—which analyses the Québec economy's method of production and asks that a socialist economy be introduced, one in which the workers will be dominant.



Marcel Pepin

In fact, it was as a result of this proposal that the recommendation was made and accepted that the date of the next convention be put forward and that this convention be made the authority that would decide both the policy of the central congress and the financial means by which it hopes to achieve its objectives.

None of the three "manifestoes" imparts any new direction to the movement. One of them had been approved at the Montreal convention in 1970. "There is no future for Québec in the present economic system" only repeats in another form the statement made to the press on September 8. In short, each document contains a stronger expression of themes that have already appeared elsewhere—in the annual reports by President Marcel Pepin, and in CNTU briefs to various governments.

**These policy guidelines embody the explicit desire of the central organization to commit the movement to long- or short-term political action. In some of its present actions, and in day-to-day union activities, the CNTU is bound to become more politically involved—the case of the Lapalme drivers, for instance, is a good example of the type of union activity that tends to catch the public eye. In this respect, the CNTU is bound to become involved in political action.**

In the final analysis, what did the CNTU get out of the last confederal council meeting in Montreal? It gained more than one point; it played every hand and was a winner at every table; it united its members; it rallied all forces behind its leader, Marcel Pepin; and it hammered out a clearer, better defined policy.

**"An economy dominated by workers," we read, "can only be socialist. By 'Socialism' we mean:**

- that society (through the state) possesses the means of production (factories, land, raw materials);
- that the workers participate directly and collectively in management and economic choices;
- that economic activity is aimed at the fullest possible satisfaction of the needs of the population; and
- that economic activity is planned directly by the state."

The document was handed out to the delegates to be distributed as widely as possible among members of the movement so that a final position may be arrived at by the next convention.



# Certification

## Certification

The Canada Labour Relations Board met for two days during November. It granted nine applications for certification, rejected two and permitted the withdrawal of three. During the month the Board received eight applications for certification, one request for review of an earlier decision and one application for revocation of a previous certification.

### Applications for certification granted

Territorial Transport (1968) Limited Drivers Association on behalf of a unit of drivers and mechanics employed by Territorial Transport (1968) Limited, Whitehorse, Y.T. (LG, Sept. 1971, p. 631).

Le Syndicat des Employés de l'Aluminium du Canada, Ltée, Port-Alfred (Section des Employés de Bureau) on behalf of a unit of clerical and office employees employed by Aluminium du Canada, Ltée, in its Transport Division at Port-Alfred, Que. (LG, Nov. 1971, p. 746).

Le Syndicat des Employés de l'Aluminium du Canada Ltée, Port-Alfred, on behalf of a unit of gatemen and patrolmen employed by Aluminium du Canada, Ltée, in its Transport Division at Port-Alfred, Que. (LG, Nov. 1971, p. 746).

Le Syndicat des Employés de l'Aluminium du Canada Ltée, Port-Alfred, on behalf of a unit of longshoremen, maintenance and other employees employed by Aluminium du Canada, Ltée, in its Transport Division at Port-Alfred, Que. (LG, Nov. 1971, p. 746).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters employed in the Northwest Territories by Poole Construction Limited, Edmonton, Alta. (LG, Nov. 1971, p. 747).

Seafarers' International Union of Canada on behalf of a unit of unlicensed employees employed by Messagerie Côtière Ltée, Montreal, Que., aboard the M/V Cacouna (LG, Dec. 1971, p. 801).

Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers Local 76, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of tractor drivers, truck drivers and dockmen employed by Seaboard Express Lines Limited, working in or out of its terminal at Moncton, N.B. (LG, Dec. 1971, p. 801).

National Association of Broadcast Employees and Technicians on behalf of a unit of office and operating employees of CKCH Radio Ltée, Hull, Que. (LG, Jan., p. 41).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters employed in the Northwest Territories by Plains Dresser Ltd., Calgary, Alta. (LG, Jan., p. 41).

### Applications for certification rejected

Canadian Brotherhood of Railway, Transport and General Workers, applicant, The Aluminum Company of Canada Ltd., Montreal, Que., respondent (unlicensed personnel—M/V Canadian II, Kitimat, B.C.) and United Steelworkers of America, intervener. The Board found that it lacks jurisdiction in the matter (LG, Aug. 1971, p. 549).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Meyers Transport Limited, Campbellford, Ont., respondent. The Board denied a request by the applicant for permission to withdraw the application and rejected it because the Board considered that the application had been abandoned by the applicant (LG, Nov. 1971, p. 747).

#### **Applications for certification withdrawn**

Labourers Protective Union, Local 9568, applicant, and Charlottetown Steamship Company Ltd., Charlottetown, P.E.I., respondent (LG, Oct. 1971, p. 691).

Labourers Protective Union, Local 9568, applicant, and Co-opérative de Transport Maritime et Aérien, Grindstone, Magdalen Island, Qué., respondent (LG, Oct. 1971, p. 691).

Cartage & Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Murphy Oil Quebec Limited, Montreal, Qué., respondent (LG, Jan., p. 42).

#### **Application for revocation received**

Gagnon Air Service Ltée, Chicoutimi, Qué., applicant, and Syndicat des Employés de l'Aviation Regionale (CSN), respondent. The application seeks revocation of the Board's Order of December 16, 1970 (LG, Dec. 1970, p. 881, Mar. 1971, p. 192), certifying the respondent union as the bargaining agent of a unit of pilots, mechanic's helpers and clerks employed in the company's non-scheduled commercial air service.

#### **Request for review received**

National Association of Broadcast Employees and Technicians seeking amendment of the Board's Order of Certification of June 9, 1961 (LG 1961, pp. 567, 794) regarding a unit of employees of Vantel Broadcasting Co. Ltd. (now British Columbia Television Broadcasting System Limited). The applicant seeks to add classifications to those included in the Order and to change the name of the employer.

#### **Applications for certification received**

Canadian Union of Public Employees on behalf of a unit of employees of Télécable de Québec Inc., Québec, Qué. (Investigating Officer: G. A. Plante).

Syndicat des Employés et Techniciens de Radio et T.V. Saguenay Lac Saint-Jean (CSN) on behalf of a unit of employees of Radio Saguenay Limitée, Jonquière, Qué. (Investigating Officer: S. T. Payne).

Cartage & Miscellaneous Employees Union Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Lapointe Transport Limitée, Longueuil, Que. (Investigating Officer: J. J. de G. Lorange).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, on behalf of a unit of engine watchmen employees of British Yukon Railway Company, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Labourers Protective Union, Local 9568, on behalf of a unit of longshoremen employed in Charlottetown, P.E.I., by Co-opérative de Transport Maritime et Aérien, Grindstone, Magdalen Island, Qué. (Investigating Officer: G. A. Plante).

Labourers Protective Union, Local 9568, on behalf of a unit of employees of Charlottetown Steamship Company, Ltd., Charlottetown, P.E.I. (Investigating Officer: C. A. Ogden).

General Drivers, Warehousemen and Helpers Local Union 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Midland Superior Express Limited, Calgary, Alta. employed in the Lynn Lake, Man., area (Investigating Officer: A. E. Koppel).

Canadian Air Line Employees' Association on behalf of a unit of passenger and communication agents employed in Canada by Air Canada, Montreal, Qué. (Investigating Officer: K. Hulse).



# Conciliation

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

AirWest Airlines Limited, Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers, Local 332 (Conciliation Officer: A. A. Franklin).

Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Locals 375, 1846 and 1739, International Longshoremen's Association (Conciliation Officer: C. E. Poirier).

C.P. Air, Vancouver International Airport, and Hotel and Restaurant Employees' and Bartenders' International Union, Local 28 (representing cafeteria and flight kitchen employees) (Conciliation Officer: D. H. Cameron).

Dominion Catering Company Limited, Yellowknife, N.W.T., and United Steelworkers of America (Conciliation Officer: G. W. Rogers).

Leamington Transport (Western) Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (Conciliation Officer: A. A. Franklin).

Millar & Brown Ltd., Cranbrook, B.C., and General Truck Drivers and Helpers, Local 31; General Teamsters, Local 362; General Teamsters, Local 181; Chauffeurs, Teamsters and Helpers, Local 395 and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron).

Canadian Freightways Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31; and General Teamsters, Local 362 (Conciliation Officer: D. H. Cameron).

Loiselle Transport Ltd., Vancouver, B.C., and General Truck Drivers and Helpers, Local 31; and General Teamsters, Local 362 (Conciliation Officer: D. H. Cameron).

## Settlements by conciliation officers

La Compagnie de Radiodiffusion de Matane Ltée, Matane, Qué., and the National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault) (LG, Jan., p. 42).

The British Yukon Railway Company, Vancouver, B.C., and Building Material, Construction and Fuel Truck Drivers Union, Local 213 (Conciliation Officer: D. H. Cameron) (LG, Jan., p. 42).

Air Canada, Montréal International Airport, and District Lodge 148, International Association of Machinists and Aerospace Workers (representing Printing Bureau Employees at Dorval) (Conciliation Officer: G. R. Doucet) (LG, Dec. 1971, p. 802).

Canadian Marconi Company, Montréal, Qué., and Salaried Employees' Association (Marconi) (representing employees of Special Services Division, Field Service Group) (Conciliation Officer: G. R. Doucet) (reassigned to M. Archambault) (LG, Oct. 1971, p. 692).

Marine Industries Limited, Montréal, Qué., and Canadian Marine Officers Union (Conciliation Officer: G. R. Doucet) (LG, Sept. 1971, p. 627).

## Conciliation boards appointed

Air Canada, Montréal, Qué., and Canadian Air Line Employees' Association (LG, Jan., p. 42).

Detroit and Canada Tunnel Corporation, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America—UAW, Local 195 (LG, Dec. 1971, p. 802).

### **Conciliation boards fully constituted**

The Board of Conciliation and Investigation established to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, and Local 404, Office and Professional Employees International Union (LG, Jan., p. 43) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee Roméo Corbeil, Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels Limited (Bessborough Hotel), Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Dec. 1971, p. 803) was fully constituted with the appointment of Professor N. Ward of Saskatoon as chairman. Professor Ward was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert H. McKercher, Q.C., Saskatoon, and union nominee M. J. McTaggart, Regina.

The Board of Conciliation and Investigation established to deal with a dispute between The Pelee Shipping Company Limited, St. Thomas, Ont., and Seafarers' International Union of Canada (LG, Dec. 1971, p. 803) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee D. Churchill-Smith, Q.C., Toronto, and union nominee John McCuaig, St. Catharines.

The Board of Conciliation and Investigation established to deal with a dispute between Air Canada, Montréal, Qué., and Canadian Air Line Employees' Association (see above) was fully constituted with the appointment of Stanley H. Hartt of Montreal as chairman. Mr. Hartt was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Homer M. Payette, Toronto, and union nominee Douglas Fisher, Kanata, Ont.

### **Conciliation board reports received**

Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (LG, Jan., p. 43). (Full text appears in Supplement No. 8, 1971).

Bell Canada, Montréal, Qué., and Traffic Employees Association (LG, Dec. 1971, p. 803). (Full text appears in Supplement No. 8, 1971).

### **Settlement reached before conciliation board met**

Consolidated Aviation Fueling of Toronto Ltd., Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (LG, Jan., p. 43).

### **Settlement reached by conciliation board**

Nordair Limited, Montréal International Airport, and Canadian Air Line Pilots Association (LG, Jan., p. 44).

### **Settlements, post-conciliation board negotiations**

Northern Industrial Carriers Limited, Edmonton, Alta., and General Teamsters, Local 362, and General Truck Drivers and Helpers, Local 31 (settlement reached with mediation assistance of D. H. Cameron) (LG, Jan., p. 44).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Merchant Service Guild (LG, Jan., p. 44).

### **Settlement by mediation**

Bell Canada, Montréal, Qué., and Traffic Employees Association (settlement reached with mediation assistance of G. R. Doucet and S. T. Payne) (see above).

### **Conciliation board not appointed**

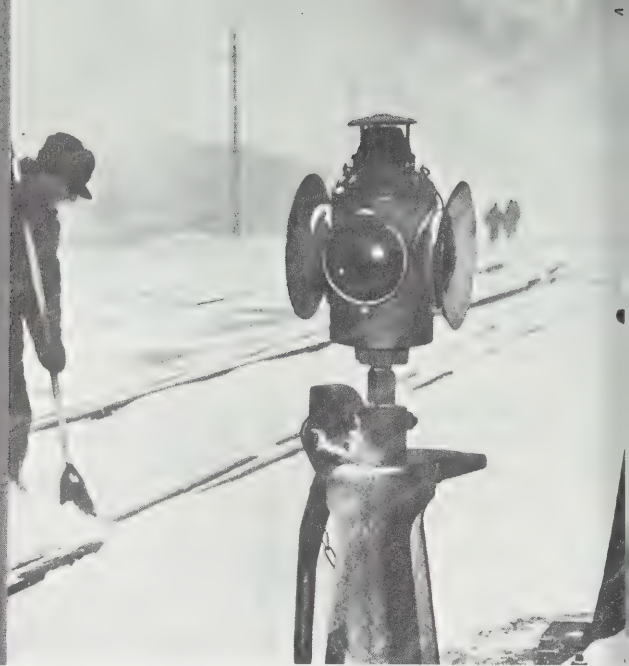
Scandia Trucking Ltd., Edmonton, Alta., and General Teamsters, Local 362 (LG, Oct. 1971, p. 692).

### **Strike terminated**

Eldorado Nuclear Limited (Mining and Exploration Division), Eldorado, Sask., and United Steelworkers of America (strike terminated November 4 following mediation assistance provided by D. S. Tysoe) (LG, Nov., 1971, p. 750).



## Railway arbitration



Five new cases were heard and a supplementary hearing was held by the Canadian Railway Office of Arbitration in Montreal on Oct. 13, 1971. Three of the grievances were dismissed and the others were allowed.

**Supplementary to Case No. 282: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a penalty assessed to a CN employee who was charged with careless handling of a valuable shipment (LG, Sept. 1971, p. 633).**

The company had imposed a one-month suspension on the employee but the arbitrator said that a one-week suspension was enough and ordered the company to pay the employee for three weeks of earnings lost. The supplementary hearing was called because the company and the union could not agree on the amount of money to be paid. Since the arbitrator had told the company to pay for three weeks of lost earnings, the company saw this as requiring payment for a period of 21 days plus the loss of overtime earnings for the period. Then the company decided to recover the amount pertaining to overtime. The arbitrator said that it was not possible and that the original settlement was the correct one.

**Case No. 308: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the awarding of a position to a junior employee.**

The grievor applied for a position as motorman but it was awarded to a person with less seniority. The union claimed that the grievor had the qualifications for the position, should be given the position and be compensated for wages lost by not winning the competition. The agreement states that the position should go to the senior qualified employee but the arbitrator found that the grievor had failed a driving test. Although he was qualified for some positions, he was not qualified for the position of motorman. The arbitrator said that he found no discrimination against the driver in the way he was tested and found no violation of the agreement. He dismissed the grievance.

**Case No. 309: An ex parte dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the suspension of an intoxicated warehouseman.**

After an investigation of the facts, the warehouseman was suspended for three months because he was "intoxicated under influence of alcohol while on duty . . . and absent from assignment while on duty." The arbitrator found that the investigation was fair and impartial and that all evidence supplied by the warehouseman's foreman and a constable of the company police indicated that the man was drunk. As well, the warehouseman gave conflicting reports about taking pills and suffering a blow on the head. The arbitrator agreed with the discipline imposed and dismissed the grievance.

**Case No. 310: An ex parte dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over payment for time spent undergoing a medical examination.**

The company periodically requires employees operating motor vehicles to undergo medical examinations outside their normal working hours. The union claimed that such employees should be compensated for their time spent. The arbitrator said that since the examinations were required by the company, "the employees are, when undergoing such examinations, subject to the direction and control of the company, and spending time on a matter relating to their work and in the course of their employment. For the foregoing reasons it is my view that employees would, in the circumstance described, be entitled to payment in accordance with the wage provisions of the collective agreement for time so spent."

**Case No. 311: Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over payment for time spent undergoing a medical examination.**

The grievor applied for and was awarded a position that required a medical examination as a condition of employment. In the arbitrator's view, the question was

"whether while he is undergoing such an examination an employee should be said to be 'at work' in accordance with the instructions of his employer." The arbitrator decided that the employee should be paid for his time spent as the examination was one test of his qualifications. He allowed the grievance.

**Case No. 312: Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over a supervisor who spoke to two clerks about their work habits.**

Two clerks were called into a private office by their supervisor and spoken to critically about their work habits. Later a letter was issued to each of the clerks setting out the substance of the interview. The union claimed that the employees should have been given 24 hours notice and been advised of the charges against them in accordance with an article of the agreement. The company stated that since no discipline had been imposed, the article did not apply in this situation.

The arbitrator decided that the interviews consisted of counselling and an exhortation to improve their work habits. As well, the letter written did not go into their personal files. The arbitrator said that it might have been better if the clerks had been told that they were not being disciplined but he did not otherwise criticize the action of the supervisor. He dismissed the grievance.

## Decisions of the umpire

**CUB 3017** The claimant filed an application for benefit on May 28, 1970, indicating that she was last employed as a registered nurse's assistant for a nursing home from September 1969 to May 1970. The claimant said that she had left her employment because she was pregnant, and there was no one at home to take care of her two children. On June 5, she stated that October 20, 1970, would be the approximate beginning of her confinement.

The insurance officer notified the claimant on July 7 that she was disqualified from receiving benefit from May 24, 1970 to June 20, 1970 because she had voluntarily left her employment without just cause, and that

she had voluntarily left her employment because she was pregnant, failing to prove she was capable of and available for work, and also because "she had no child care arranged."

In her appeal to the board of referees, the claimant stated that she was able to do baby-sitting in her home, or light work. In addition, she indicated that her mother-in-law was taking care of her two daughters.

**The board of referees came to the conclusion that the claimant had domestic responsibilities to which she should have been prepared to adjust in order to be considered for employment. The board concluded also that**



there was nothing on file to indicate that the claimant had requested time off from the nursing home until arrangements could be made for the care of her children; that the claimant had declared she was pregnant, and that this was no doubt a determining factor in her separation from employment; and that there was no evidence that the claimant was required by her employer to leave because of her condition. By a majority, therefore, the board decided to uphold the two decisions of the insurance officer, and to disallow the claimant's appeal.

The dissenting board member pointed out that the claimant had declared in her appeal to the board that her daughters could be looked after by her mother-in-law. The dissenting member believed, therefore, that the claim should have been allowed effective July 9, 1970, as he was of the opinion that the claimant was available for work from that date on.

**In an appeal to the Umpire, the claimant affirmed that she was available for work between 8 a.m. and 5 p.m., and that, during those hours, her mother was available for the care of her two children.** She later reiterated her earlier statement that she would "do baby-sitting or housework out or in my own home." She indicated also that she had registered for employment at a slipper factory "and at Hollandia," in Mount Brydges, but had not heard from the employers.

The Commission's Chief Entitlement Determination presented a statement of observations, part of which is quoted here: "On July 9, 1970, the claimant attended at the London Unemployment Insurance office and stated that she was able to do baby-sitting in her own home, or light work. When questioned as to who was looking after her children while she was in attendance at the London local office, she stated that her mother-in-law was taking care of the children. The claimant did not indicate that this was a permanent arrangement, and it was considered that this was a temporary arrangement for that day only.

"The interpretation given by the dissenting member to the last sentence of the claimant's appeal is understandable; but, nevertheless, the situation regarding child care by the claimant's mother-in-law appeared to have been for July 9, 1970, one day only, and was not a permanent arrangement. In any event, this was not the only factor to be taken into account in assessing the claimant's availability for work. The claimant's voluntary separation from employment because of her pregnancy, her domestic responsibilities, her restrictions as

to the types of work she would accept, and her now advanced state of pregnancy, would limit the period of her availability and make it more difficult for her to obtain work, were all factors to be taken into account in determining the claimant's availability for work. It is evident that the claimant could not fulfil the provisions of availability under the Unemployment Insurance Act. . . .

"The claimant's availability for work cannot be considered proven by reason only of the fact that she had obtained a baby-sitter on August 29, 1970, and had stated that she was available for light work and work in her own home, as these conditions were unduly restrictive. Her further statement in her appeal that she had now registered for work in a slipper factory cannot be considered as convincing proof of her availability, as there is no evidence that, during the previous four months of her pregnancy, she had attempted to seek work or displayed any anxiety to obtain work; and more especially as, in view of her condition, she would now be available for work for a short period only. It is submitted that the majority decision of the board should be upheld and the claimant's appeal dismissed."

**In rendering his decision, the Umpire pointed out that the board of referees was unanimous in its decision in respect to the period prior to July 9, 1970,** for the member who gave a dissenting decision related his dissent only to the period after that date. "By virtue of Sec. 72 of the Act, an appeal from a board of referees to the Umpire lies without leave of the chairman of the board in any other case. In the present case, the chairman of the board declined to give the claimant leave to appeal. I must therefore treat the appeal to the Umpire as relating only to the period in respect of which there was not a unanimous decision by the Board of Referees.

"The written observations of the Chief Entitlement Determination, a copy of which was sent to the claimant on October 22, set forth the circumstances, issues and prior jurisprudence quite extensively, and it seems to me that they are fairly persuasive that the majority decision to the board of referees was not erroneous. In fact, it is in accordance with established jurisprudence, and I see no good reason to overrule it. The appeal is dismissed."

# Publications in the library

## List No. 275

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral, and the month listed, when requesting loans.

### Labour supply

■ **No. 1—Australia. Department of Labour and National Service.** An analysis of full employment in Australia. Melbourne, 1970. 48 p.

■ **No. 2—Ruttenberg, Stanley H.** The federal-state employment service; a critique [by] Stanley H. Ruttenberg and Jocelyn Gutchess. Baltimore, Johns Hopkins Press [1970] 105 p.

### Labouring classes

■ **No. 3—Saxton, Alexander Plaisted.** The indispensable enemy; labour and the anti-Chinese movement in California. Berkeley, University of California Press, 1971. x, 293 p.

■ **No. 4—Shepard, Jon M.** Automation and alienation; a study of office and factory workers. Cambridge, Mass., MIT Press [c1971] 163 p.

■ **No. 5—Shostak, Arthur Benett.** Blue-collar life. New York, Random House [1969] xvi, 299 p.

■ **No. 6—Stein, Leon, comp.** Wages, hours, and strikes: labor panaceas in the twentieth century, edited by Leon Stein and Philip Taft. New York, Arno, 1969 [c1970] lv. (various pagings). Partial contents: The condition of labor; an open letter to Pope Leo XIII, by Henry George. With Encyclical letter of Pope Leo XIII

on the condition of labor. What means this strike? by Daniel De Leon. The evolution of wage statistics, by Carroll D. Wright. The American Federation of Labor, by Morton A. Aldrich. The I.W.W.; its history, structure, and methods, by Vincent St. John. The open shop, by Clarence S. Darrow. The trade union movement, by John Mitchell. Shall trade unions be regulated by law? By Samuel Untermyer and Morris Hillquit. The American labor movement, a syllabus for study classes, by Leo Wolman.

■ **No. 7—Thomis, Malcolm Ian.** The Luddites; machine-breaking in Regency England. [Newton Abbot, Eng.] David & Charles; [Hamden, Conn.] Archon Books [1970] 196 p.

### Leisure

■ **No. 8—Burenstam Linder, Staffan.** The harried leisure class. New York, Columbia University Press, 1970. viii, 182 p.

■ **No. 9—Owen, John D.** The price leisure; an economic analysis of the demand for leisure time [by] John D. Owen. With a foreword by J. Mincer. Montreal, McGill-Queen's University Press, 1970 [c1969] x, 169 p.

### Management

■ **No. 10—Beckett, John A.** Management dynamics: the new synthesis. New York, McGraw-Hill [c1971] xv, 234 p.

■ **No. 11—Bennis, Warren, G., ed.** American bureaucracy. [Chicago] Aldine Pub. Co. [1970] 187 p. "Essays in this book originally appeared in Transaction."



■ **No. 12—Child, John.** British management thought: a critical analysis. London, Allen & Unwin, 1969. 272 p.

■ **No. 13—Cohen, Burton J.** Cost-effective information systems. [New York] American Management Association [c1971] 69 p.

■ **No. 14—Conference Board.** The chief marketing executive; a profile by David S. Hopkins and Earl L. Bailey. New York, 1971. 62 p.

#### **Migrant labour**

■ **No. 15—Holland, Ruth (Robins).** The forgotten minority; America's tenant farmers and migrant workers. [New York] Crowell-Collier Press [c1970] 153 p.

■ **No. 16—Nelkin, Dorothy.** On the season: aspects of the migrant labor system. Ithaca, N.Y., Cornell University, New York State School of Industrial and Labor Relations, 1970. xi, 85 p.

#### **Negroes**

■ **No. 17—Kovarsky, Irving.** Black employment; the impact of religion, economic theory, politics, and law [by] Irving Kovarsky [and] William Albrecht. [1st ed.] Ames, Iowa State University Press [1970] ix, 152 p.

■ **No. 18—Lyle, Jerolyn R.** Differences in the occupational standing of black workers among industries and cities. Washington, U.S. Equal Employment Opportunity Commission, 1970. 29 p. "... Summarizes a study accepted as a doctoral dissertation by the Economics Faculty of the University of Maryland."

■ **No. 19—Price, Daniel O'Haver.** Changing characteristics of the Negro population. Prepared in cooperation with the Social Science Research Council. [Washington] U.S. Bureau of the Census [1969] viii, 259 p.

#### **Race problems**

■ **No. 20—Bolt, Christine.** Victorian attitudes to race. London, Routledge & Kegan Paul; Toronto, University of Toronto Press [1971] xviii, 254 p.

■ **No. 21—Chalmers, William Ellison.** Racial conflict and negotiations; perspectives and first-case studies, edited by W. Ellison Chalmers [and] Gerald W. Cormick. Contributing authors: W. Ellison Chalmers [and others] Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, 1971. viii, 246 p.

#### **Social conditions**

■ **No. 22—Friedmann, Georges.** La puissance et la sagesse. [Paris] Gallimard [c1970] 503 p.

■ **No. 23—U.S. National Goals Research Staff.** Toward balanced growth: quantity with quality; report. Washington [G.P.O.] 1970. v, 228 p.

#### **Social security**

■ **No. 24—International Labour Office.** L'impact macro-économique de la sécurité sociale. Genève, 1970. 117 p.

■ **No. 25—Jambu-Merlin, Roger.** La sécurité sociale. Paris, Librairie Armand Colin, c1970. 373 p.

#### **Wages**

■ **No. 26—Douty, Harry Mortimer.** Nineteenth century wage trends. Washington, U.S. Bureau of Labor Statistics, 1970. 30 p.

■ **No. 27—Dunn, J. D.** Wage and salary administration: total compensation systems [by] J. D. Dunn [and] Frank M. Rachel. New York, McGraw-Hill [c1971] xii, 468 p.

■ **No. 28—Jackson, Joseph M.** Wages and labour economics. London, New York, McGraw-Hill, 1970. vii, 244 p.

■ **No. 29—Jonish, James Edward.** Collective wage determination and international trade: the U.S. and Canadian steel industries. [Ann Arbor, Mich., University Microfilms, 1970] vii, 213 p. Thesis (Ph.D.)—University of Michigan, 1969.

■ **No. 30—Lupton, Thomas.** Selecting a wage payment system [by] Tom Lupton and Dan Gowler. London, Published for the Engineering Employers' Federation by Kogan Page (Associates) Ltd., 1969. [7], 55 p.

■ **No. 31—U.S. Bureau of Labor Statistics.** Employment and earnings, by states and areas, 1939-69. Based on the 1967 Standard industrial classification. Washington [G.P.O., 1970] 614 p.

### Unemployed

■ **No. 32—Great Britain. Department of Employment and Productivity.** Ryhope: a pit closes; a study in redeployment. London, H.M.S.O., 1970. viii, [139] p.

■ **No. 33—Tiffany, Donald W.** The unemployed; a social-psychological portrait [by] Donald W. Tiffany, James R. Cowan [and] Phyllis M. Tiffany. Englewood Cliffs, N.J., Prentice-Hall [1970] xii, 180 p.

■ **No. 34—Zimpel, Lloyd.** Business and the hardcore unemployed; a management guide to hiring, training, and motivating minority workers, by Lloyd Zimpel and Daniel Panger, with a foreword by Robert C. Weaver. New York, F. Fell [1970] 320 p.

### Women

■ **No. 35—Epstein, Cynthia Fuchs.** Woman's place; options and limits in professional careers. Berkeley, University of California Press, 1970. x, 221 p.

■ **No. 36—Greer, Germaine.** The female eunuch. [London] MacGibbon & Kee [1970] 354 p.

■ **No. 37—Ni Bhroin, Noirin.** The motivation and productivity of young women workers. [Dublin] Irish National Productivity Committee, Development Division [1969] xv, 151 p. The original form of this report was accepted in 1967 as a thesis for the degree of Master of Psychological Science by the National University of Ireland.

■ **No. 38—Organization for Economic Cooperation and Development.** Re-entry of women to the labour market after an interruption in employment, by B. N. Seear. [Paris, 1971] 135 p.

■ **No. 39—U.S. Women's Bureau.** Underutilization of women workers. [Rev. ed. Washington, G.P.O., 1971] v, 25 p.

### Work

■ **No. 40—Schoderbek, Peter Paul.** Job enlargement: key to improved performance, by Peter P. Schoderbek [and] William E. Reif. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1969. 113 p.

■ **No. 41—Udy, Stanley.** Work in traditional and modern society. Englewood Cliffs, N.J., Prentice-Hall [c1970] ix, 134 p.

### Miscellaneous

■ **No. 42—Mayhew, Henry.** The unknown Mayhew; selections from the Morning Chronicle 1849-1850, edited and introduced by E. P. Thompson and Eileen Yeo. London, Merlin Press, 1971, 489 p.

■ **No. 43—Organization for Economic Cooperation and Development.** Industrial production, 1959-1969. Production industrielle, 1959-1969. [Paris, 1970] 306 p. Text in English and French. On cover: Historical statistics. Statistiques rétrospectives.

■ **No. 44—Technological change in regulated industries; papers prepared for a conference of experts,** with an introduction and summary. William M. Capron, editor. Washington, Brookings Institution [c1971] xiii, 238 p.

■ **No. 45—U.S. Bureau of the Census.** Bureau of the Census; fact finder for the Nation. [Washington, G.P.O., 1970] 62 p.

■ **No. 46—U.S. National Science Foundation.** Research and development in industry, 1968; funds, 1968, scientists and engineers, January 1969. [Washington, G.P.O., 1970] 110 p.



# Provisions in collective agreements

## Part 2

The following is extracted from a study of 170 collective agreements covering 21,524 office employees in the manufacturing sector across Canada. The first part of this study prepared by Lachman Advani and Brian McLaughlin of the Collective Bargaining Division, was published in the January issue of *The Labour Gazette*. These agreements were on file with the Economics and Research Branch of the Canada Department of Labour on May 31, 1970 and cover firms employing 10 or more office workers.

## Wage guarantees

### Reporting pay guarantee

Clauses guaranteeing a minimum number of hours of work or pay in case of employees reporting to work and finding no work available were found to occur very infrequently in the office employee agreements. In major collective agreements, in the manufacturing industries (LG 1970, p. 422, 480) almost 8 out of every 10 agreements assured this type of protection to workers. In the present study, about 1 agreement out of every 10 had such a provision. The usual guarantee was for 4 hours work or pay.

### Call-in or call-back pay guarantee

A number of agreements contain a provision guaranteeing a minimum number of hours straight-time pay or premium pay for hours actually worked to employees called to work outside their normal working hours. In

the present survey, 54 per cent of the agreements covering 62 per cent of the employees contained such a clause, compared with only 36 per cent of the agreements covering 58 per cent of the employees in the 1965 study.

### Guaranteed employment or earnings

Only 4 per cent of the agreements, covering 18 per cent of the employees, contained a clause that provided some form of guaranteed employment or earnings other than those mentioned above. The guarantee here includes short-week benefits (employment guarantee) or assurance that employees will receive a minimum amount of pay (income guarantee).

### Cost of living

Cost of living or escalator clauses were found in only 16 per cent of the agreements covering 25 per cent of the employees. The bulk of the agreements contained deferred wage increases and some had wage reopener provisions. Although deferred wage clauses assure salary increases at certain times specified in the agreement, cost of living clauses are designed to protect the real income of employees—usually reflecting changes in the Consumer Price Index published by Statistics Canada.

### Paid holidays

As in the 1965 survey, almost all agreements (97 per cent) provided for paid holidays. A significant change was noted, however, in the number of holidays negotiated. In 1965, the predominant pattern was 8 holidays

year, 54 per cent of the agreements (covering approximately half of the employees) having this number. In the current study, only 15 per cent of the contracts (14 per cent of the employees) had 8 holidays, the most common practice now being 9 holidays a year. This number was found in 34 per cent of the agreements covering 37 per cent of the employees. At the same time, the number of agreements specifying 10 holidays a year has tripled since 1965.

### **Paid vacations**

All agreements studied in this survey provided for two weeks paid vacation, generally after 1 year of service. Virtually all vacation plans were graduated plans—that is, an additional 1 or more weeks of vacation would be granted after a specific length of time. In the 1965 study, the proportion of agreements providing for 2- and 3-week vacations was 95 per cent (92 per cent of the employees) and 94 per cent (98 per cent of the employees) respectively. Now, 2- and 3-week vacations are practically universal. The proportion of agreements granting 4-week vacations has increased from 72 per cent (79 per cent of the employees) in the 1965 study to 94 per cent (covering roughly the same percentage of employees) in the present study. In the 1965 study, no agreements provided for a 5-week vacation. In the current study, 35 per cent of the agreements (covering approximately the same proportion of the employees) had a 5-week vacation clause. Three plans had provision for 6 weeks vacation.

In addition to the increase in the number of weeks, the length-of-service requirements have decreased significantly. In the 1965 study, for a 3-week vacation, in 61 per cent of the agreements (covering 68 per cent of the employees) the service requirement was 10 years or less. In the current study, 94 per cent of the agreements (96 per cent of the employees) granted a 3-week vacation with service of 10 years or less. In 1965, only 14 per cent of the agreements surveyed allowed a 3-week vacation after service of 5 years or less. By 1970, the proportion of such agreements has almost doubled.

There have been similar changes in 4-week vacation clauses. In 1965, the predominant pattern was 4 weeks of vacation after 25 years of service (34 per cent of the agreements, 36 per cent of the employees) or after 20 years of service (25 per cent of the agreements, 12 per cent of the employees). The pattern established in the present study is 4 weeks of vacation after 20 years of service (41 per cent of the agreements, 49 per cent of the employees), 18 years of service (23 per cent of the agreements, 11 per cent of the employees) or 15 years of service (12 per cent of the agreements, 11 per cent of the employees). Although in the previous survey only 30 per cent of the agreements provided for 4 weeks of vacation after 20 years of service or less, in the present study the percentage of agreements having a similar vacation clause has almost tripled. Agreements providing for 5 or 6 weeks of vacation usually require a minimum length of service of 25 and 30 years, respectively.

## **Paid leave of absence**

### **Death in the family**

There has been a significant increase in the proportion of agreements providing for paid leave of absence in the event of death in the immediate family. The term "family" includes husband, wife, son or daughter, brother, sister, mother or father, mother-in-law or father-in-law. In 1965, this clause was found in 45 per cent of the agreements (52 per cent of the employees). In the current survey, the frequency was 67 per cent of the agreements (76 per cent of the employees). The most common provision specifies up to three days paid leave when death occurs in the immediate family. Fifty-four per cent of the agreements (69 per cent of the employees) were in this category.



## Other emergencies

Fewer agreements provided for paid leave of absence in other emergencies such as death of relatives other than those covered by the previous paragraph, marriage, childbirth, and off-duty accidents. About 29 per cent of the agreements (18 per cent of the employees) provided for paid leave in such situations.

## Union business

In comparison with the 1965 study, the number of clauses concerning leave of absence without pay for union business have increased. In the current study, 68 per cent of the agreements, covering 78 per cent of the employees, were found to have this type of provision. In 1965, the frequency was 61 per cent of the agreements covering 67 per cent of the employees.

# Miscellaneous

## Training and retraining

The survey showed that 22 per cent of the contracts covering 33 per cent of the employees had a specific provision regarding on-the-job training for new recruits or employees transferred from one department to another. These figures do not include provisions for retraining on account of technological changes. These are dealt with separately in this report. In most cases, the existence of company training was implied in the language of the provision, rather than in a clear-cut statement regarding a formal training program.

## Educational assistance

Only 9 per cent of the agreements covering the same percentage of employees had a clause providing for financial assistance to employees who satisfactorily complete approved courses of study. In most cases the benefits were restricted to reimbursement of 50 per cent of the tuition, but some agreements stipulated higher refunds, including the cost of necessary textbooks and other costs.

## Moving expenses

Eleven per cent of the agreements covering 24 per cent of the employees contained clauses that provided for payment of moving expenses or relocation allowances to employees under certain circumstances. The provi-

sion includes cases of transfers in normal displacement and layoffs, but excludes relocation benefits in transfer on account of technological changes.

## Contracting out

In the present survey, the proportion of agreements referring to contracting out had increased from 2 per cent (1 per cent of the employees) in 1965 to 7 per cent (covering the same percentage of workers). The incidence of this clause in office employee agreements still remains considerably lower than in the manufacturing industries as shown by the 1969 study (LG, 1970, p. 422, 480) where such clauses were found in 34 per cent of the agreements covering 47 per cent of the employees. These clauses are usually designed to impose some restriction on the companies' right to contract out work that is regularly performed by members of the bargaining unit.

## Sick pay

The incidence of sick pay provisions in the office employee collective agreements has gone up significantly during the last 5 years. Since 1965, the proportion of agreements without sick pay provisions has declined from 38 per cent (41 per cent of the employees) to 22 per cent (28 per cent of the employees). There is a noticeable upward trend in provisions for sick leave under group insurance plans, as shown in the following table.

| Provision  | 1970       |           | 1965       |           |
|--|------------|-----------|------------|-----------|
|  | Agreements | Employees | Agreements | Employees |
|  | %          | %         | %          | %         |
| No provision.....  | 22         | 28        | 38         | 41        |
| Provision for sick leave with pay.....   | 25         | 19        | 33         | 29        |
| Provision for sick leave with pay to supplement benefits under group insurance only..... | 28         | 39        | 19         | 22        |
| Provision for sick pay under group insurance plan only.....                              | 25         | 14        | 10         | 8         |

# Technological change

## Advance notice

About 4 out of every 10 agreements (39 per cent of the agreements covering 43 per cent of the employees) contained a clause on advance notice to the union prior to the introduction of technological changes. Over the 5-year period, the percentage of agreements having this provision has almost doubled. In 1965, only 22 per cent of the agreements (20 per cent of the employees) incorporated an advance-notice clause. The largest proportion of the contracts containing this clause (25 per cent of the agreements) did not stipulate a specific notice period. Others provided for notice periods ranging from 1 to 6 months.

## Training and retraining

The clauses respecting training or retraining in the context of technological changes are designed to provide for the replacement or upgrading of the technical and other skills of employees, thus minimizing the problem of displacement and unemployment. In the present study, such clauses were found in 36 per cent of the agreements covering approximately 41 per cent of the employees. Like normal on-the-job training clauses, the technological-change training provisions are sometimes indirect, mentioning consultation with the union but not making any firm commitment to establish a formal training program.

## Reporting Pay Guarantee

| Provision                         | Agreements |    | Employees Covered |    |
|-----------------------------------|------------|----|-------------------|----|
|                                   | No.        | %  | No.               | %  |
| No provision .....                | 154        | 91 | 19,348            | 90 |
| Four hours of work with pay ..... | 14         | 8  | 2,022             | 9  |
| Other .....                       | 2          | 1  | 154               | 1  |
| Total .....                       | 170        |    | 21,524            |    |

## Call-in (Back) Pay Guarantee

| Provision  | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision .....   | 78         | 46 | 8,052             | 38 |
| Straight time for a minimum of 3 hours .....   | 3          | 2  | 1,683             | 8  |
| Straight time for a minimum of 3 hours, or actual hours worked at premium rate, whichever is greater ..... | 3          | 2  | 352               | 2  |
| Straight time for a minimum of 4 hours .....   | 27         | 16 | 2,470             | 11 |
| Straight time for a minimum of 4 hours, or actual hours worked at premium rate, whichever is greater ..... | 15         | 9  | 1,367             | 6  |
| Time and a half for actual hours worked .....  | 3          | 2  | 776               | 4  |
| Time and a half for a minimum of 2 hours .....   | 8          | 5  | 1,385             | 6  |
| Time and a half for a minimum of 3 hours .....   | 2          | 1  | 71                | —  |
| Time and a half for a minimum of 4 hours .....   | 11         | 6  | 1,919             | 9  |
| Double time for a minimum of 2 hours .....   | 2          | 1  | 254               | 1  |
| Other .....  | 18         | 11 | 3,195             | 15 |
| Total .....  | 170        |    | 21,524            |    |

## Guaranteed Employment or Earnings

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 164        | 96 | 17,733            | 82 |
| Provision exists ..... | 6          | 4  | 3,791             | 18 |
| Total .....            | 170        |    | 21,524            |    |

## Cost of Living Provision

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 142        | 84 | 16,081            | 75 |
| Provision exists ..... | 28         | 16 | 5,443             | 25 |
| Total .....            | 170        |    | 21,524            |    |



## Number of Paid Holidays

| Provision          | Agreements |    | Employees Covered |    |
|--------------------|------------|----|-------------------|----|
|                    | No.        | %  | No.               | %  |
| No provision ..... | 5          | 3  | 161               | 1  |
| 8 days .....       | 25         | 15 | 3,103             | 14 |
| 8½ days .....      | 2          | 1  | 89                | —  |
| 9 days .....       | 58         | 34 | 7,992             | 37 |
| 9½ days .....      | 2          | 1  | 45                | —  |
| 10 days .....      | 41         | 24 | 7,388             | 34 |
| 10½ days .....     | 2          | 1  | 41                | —  |
| 11 days .....      | 26         | 15 | 2,301             | 11 |
| 11½ days .....     | 2          | 1  | 96                | —  |
| 12 days .....      | 4          | 2  | 179               | 1  |
| 12½ days .....     | 2          | 1  | 72                | —  |
| 13½ days .....     | 1          | 1  | 57                | —  |
| Total .....        | 170        |    | 21,524            |    |

## Paid Vacation—2 Weeks

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| 1 year* .....          | 151        | 89 | 18,924            | 88 |
| 2 years .....          | 1          | 1  | 10                | —  |
| 3 years .....          | 2          | 1  | 124               | 1  |
| Less than 1 year ..... | 16         | 9  | 2,466             | 11 |
| Total .....            | 170        |    | 21,524            |    |

\*i.e. Number of years to qualify for two weeks vacation.

## Paid Vacation—3 Weeks

| Provision          | Agreements |    | Employees Covered |    |
|--------------------|------------|----|-------------------|----|
|                    | No.        | %  | No.               | %  |
| No provision ..... | 1          | 1  | 70                | —  |
| 1 year* .....      | 7          | 4  | 1,282             | 6  |
| 3 years .....      | 8          | 5  | 1,584             | 7  |
| 4 years .....      | 3          | 2  | 269               | 1  |
| 5 years .....      | 26         | 15 | 2,699             | 13 |
| 6 years .....      | 3          | 2  | 611               | 3  |
| 7 years .....      | 2          | 1  | 72                | —  |
| 8 years .....      | 57         | 34 | 4,506             | 21 |
| 9 years .....      | 4          | 2  | 1,030             | 5  |
| 10 years .....     | 52         | 31 | 8,436             | 39 |
| 11 years .....     | 1          | 1  | 76                | —  |
| 12 years .....     | 5          | 3  | 855               | 4  |
| 13 years .....     | 1          | 1  | 34                | —  |
| Total .....        | 170        |    | 21,524            |    |

\*Number of years to qualify for three weeks vacation.

## Paid Vacation—4 Weeks

| Provision          | Agreements |    | Employees Covered |   |
|--------------------|------------|----|-------------------|---|
|                    | No.        | %  | No.               | % |
| No provision ..... | 11         | 6  | 1,365             |   |
| 7 years* .....     | 1          | 1  | 55                |   |
| 10 years .....     | 8          | 5  | 1,892             |   |
| 14 years .....     | 2          | 1  | 260               |   |
| 15 years .....     | 21         | 12 | 2,432             |   |
| 16 years .....     | 2          | 1  | 42                |   |
| 17 years .....     | 3          | 2  | 290               |   |
| 18 years .....     | 39         | 23 | 2,455             |   |
| 19 years .....     | 6          | 4  | 1,357             |   |
| 20 years .....     | 70         | 41 | 10,480            |   |
| 22 years .....     | 2          | 1  | 350               |   |
| 23 years .....     | 2          | 1  | 335               |   |
| 25 years .....     | 3          | 2  | 211               |   |
| Total .....        | 170        |    | 21,524            |   |

\*Number of years to qualify for four weeks vacation.

## Paid Vacation—5 Weeks

| Provision          | Agreements |    | Employees Covered |   |
|--------------------|------------|----|-------------------|---|
|                    | No.        | %  | No.               | % |
| No provision ..... | 110        | 65 | 13,856            | 6 |
| 20 years* .....    | 3          | 2  | 491               |   |
| 22 years .....     | 3          | 2  | 124               |   |
| 25 years .....     | 45         | 26 | 5,991             | 2 |
| 28 years .....     | 2          | 1  | 72                |   |
| 30 years .....     | 5          | 3  | 884               |   |
| 40 years .....     | 2          | 1  | 106               |   |
| Total .....        | 170        |    | 21,524            |   |

\*Number of years to qualify for five weeks vacation.

## Paid Vacation—6 Weeks

| Provision          | Agreements |    | Employees Covered |   |
|--------------------|------------|----|-------------------|---|
|                    | No.        | %  | No.               | % |
| No provision ..... | 167        | 98 | 21,400            | 9 |
| 30 years* .....    | 3          | 2  | 124               |   |
| Total .....        | 170        |    | 21,524            |   |

\*Number of years to qualify for six weeks vacation.

### Paid Leave—Death in Family

| Provision          | Agreements |    | Employees Covered |    |
|--------------------|------------|----|-------------------|----|
|                    | No.        | %  | No.               | %  |
| No provision ..... | 57         | 34 | 5,085             | 24 |
| Up to 2 days ..... | 2          | 1  | 44                | —  |
| Up to 3 days ..... | 91         | 54 | 14,882            | 69 |
| Up to 5 days ..... | 5          | 3  | 604               | 3  |
| Other .....        | 15         | 9  | 909               | 4  |
| Total .....        | 170        |    | 21,524            |    |

### Paid Leave—Other Emergencies

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 121        | 71 | 17,676            | 82 |
| Provision exists ..... | 49         | 29 | 3,848             | 18 |
| Total .....            | 170        |    | 21,524            |    |

### Unpaid Leave—Union Business

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 54         | 32 | 4,792             | 22 |
| Provision exists ..... | 116        | 68 | 16,732            | 78 |
| Total .....            | 170        |    | 21,524            |    |

### Rest Period

| Provision                                | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision .....                       | 104        | 61 | 15,208            | 71 |
| Once a day, 10 minutes .....             | 2          | 1  | 1,164             | 5  |
| Once a day, 15 minutes .....             | 7          | 4  | 300               | 1  |
| Once a day, over 15 minutes .....        | 1          | 1  | 41                | —  |
| Twice a day, 20 minutes total .....      | 35         | 21 | 2,426             | 11 |
| Twice a day, 30 minutes total .....      | 19         | 11 | 1,557             | 7  |
| Twice a day, over 30 minutes total ..... | 1          | 1  | 10                | —  |
| Other .....                              | 1          | 1  | 818               | 4  |
| Total .....                              | 170        |    | 21,524            |    |

### Women—Equal Pay

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 164        | 96 | 20,662            | 96 |
| Provision exists ..... | 6          | 4  | 862               | 4  |
| Total .....            | 170        |    | 21,524            |    |

### Women—Maternity Leave (Seniority)

| Provision  | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision .....   | 128        | 75 | 13,606            | 63 |
| Seniority retained .....   | 35         | 21 | 6,739             | 31 |
| Seniority accumulated .....  | 5          | 3  | 221               | 1  |
| Provision for seniority, but does not mention if retained or accumulated ..... | 2          | 1  | 958               | 4  |
| Total .....  | 170        |    | 21,524            |    |

### Women—Maternity Leave (Pay)

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 164        | 96 | 20,711            | 96 |
| Provision exists ..... | 6          | 4  | 813               | 4  |
| Total .....            | 170        |    | 21,524            |    |



### Women—Maternity Leave: Time Limitation Before and After Date of Birth

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 109        | 64 | 12,563            | 58 |
| Provision exists ..... | 61         | 36 | 8,961             | 42 |
| Total .....            | 170        |    | 21,524            |    |

### Older and/or Handicapped Workers

| Provision   | Agreements |    | Employees Covered |    |
|---|------------|----|-------------------|----|
|   | No.        | %  | No.               | %  |
| No provision .....  | 141        | 83 | 17,725            | 82 |
| Provision concerning employment of older and/or handicapped workers ..... | 29         | 17 | 3,799             | 18 |
| Total .....   | 170        |    | 21,524            |    |

### Reopener Clause

| Provision                                  | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision .....                         | 165        | 97 | 20,834            | 97 |
| Wage reopener .....                        | 4          | 2  | 497               | 2  |
| Wage and working conditions reopener ..... | 1          | 1  | 193               | 1  |
| Total .....                                | 170        |    | 21,524            |    |

### Management Rights

| Provision  | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision .....                                       | 22         | 13 | 3,830             | 18 |
| General statement of rights .....                        | 25         | 15 | 2,389             | 11 |
| Enumerated list of rights residual with management ..... | 29         | 17 | 7,580             | 35 |
| Enumerated list of rights, residual rights silent .....  | 94         | 55 | 7,725             | 36 |
| Total .....  | 170        |    | 21,524            |    |

### Labour-Management Committee

| Provision              | Agreements |    | Employees Covered |
|------------------------|------------|----|-------------------|
|                        | No.        | %  | No.               |
| No provision .....     | 133        | 78 | 15,745            |
| Provision exists ..... | 37         | 22 | 5,779             |
| Total .....            | 170        |    | 21,524            |

### Training and Retraining

| Provision              | Agreements |    | Employees Covered |
|------------------------|------------|----|-------------------|
|                        | No.        | %  | No.               |
| No provision .....     | 132        | 78 | 14,383            |
| Provision exists ..... | 38         | 22 | 7,141             |
| Total .....            | 170        |    | 21,524            |

### Educational Assistance

| Provision              | Agreements |    | Employees Covered |
|------------------------|------------|----|-------------------|
|                        | No.        | %  | No.               |
| No provision .....     | 154        | 91 | 19,559            |
| Provision exists ..... | 16         | 9  | 1,965             |
| Total .....            | 170        |    | 21,524            |

### Moving Expenses

| Provision              | Agreements |    | Employees Covered |
|------------------------|------------|----|-------------------|
|                        | No.        | %  | No.               |
| No provision .....     | 151        | 89 | 16,416            |
| Provision exists ..... | 19         | 11 | 5,108             |
| Total .....            | 170        |    | 21,524            |

## Contracting Out

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 158        | 93 | 20,035            | 93 |
| Provision exists ..... | 12         | 7  | 1,489             | 7  |
| Total .....            | 170        |    | 21,524            |    |

## Sick Pay

| Provision  | Agreements |    | Employees Covered |    |
|--|------------|----|-------------------|----|
|  | No.        | %  | No.               | %  |
| No provision .....   | 37         | 22 | 6,066             | 28 |
| Sick leave with pay .....  | 42         | 25 | 4,049             | 19 |
| Sick leave to supplement benefits under group insurance plan ..... | 48         | 28 | 8,452             | 39 |
| Sick leave pay under group insurance plan only .....               | 43         | 25 | 2,957             | 14 |
| Total .....  | 170        |    | 21,524            |    |

## Compensation of Union Officials in Negotiation of Collective Agreements

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 137        | 81 | 16,553            | 77 |
| Provision exists ..... | 33         | 19 | 4,971             | 23 |
| Total .....            | 170        |    | 21,524            |    |

## Advance Notice or Consultation Prior to Introducing New Methods

| Provision                       | Agreements |    | Employees Covered |    |
|---------------------------------|------------|----|-------------------|----|
|                                 | No.        | %  | No.               | %  |
| No provision .....              | 103        | 61 | 12,168            | 57 |
| Less than 3 months .....        | 16         | 9  | 2,248             | 10 |
| 3 to 6 months .....             | 8          | 5  | 3,415             | 16 |
| Notice period unspecified ..... | 43         | 25 | 3,693             | 17 |
| Total .....                     | 170        |    | 21,524            |    |

## Training and Retraining Because of Technological Change

| Provision                | Agreements |    | Employees Covered |    |
|--------------------------|------------|----|-------------------|----|
|                          | No.        | %  | No.               | %  |
| No provision .....       | 109        | 64 | 12,598            | 59 |
| Specific provision ..... | 61         | 36 | 8,926             | 41 |
| Total .....              | 170        |    | 21,524            |    |

## Notice of Layoff Owing to Technological Change

| Provision                | Agreements |    | Employees Covered |    |
|--------------------------|------------|----|-------------------|----|
|                          | No.        | %  | No.               | %  |
| No provision .....       | 144        | 85 | 18,689            | 87 |
| Less than 3 months ..... | 13         | 8  | 1,377             | 6  |
| 3 to 6 months .....      | 11         | 6  | 884               | 4  |
| Other .....              | 2          | 1  | 574               | 3  |
| Total .....              | 170        |    | 21,524            |    |

## Wage or Employment Guarantee (Result of Technological Change)

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 159        | 94 | 18,665            | 87 |
| Provision exists ..... | 11         | 6  | 2,859             | 13 |
| Total .....            | 170        |    | 21,524            |    |

## Labour-Management Committee to Discuss Technological Change

| Provision              | Agreements |    | Employees Covered |    |
|------------------------|------------|----|-------------------|----|
|                        | No.        | %  | No.               | %  |
| No provision .....     | 158        | 93 | 18,074            | 84 |
| Provision exists ..... | 12         | 7  | 3,450             | 16 |
| Total .....            | 170        |    | 21,524            |    |



# Employment fatalities

Third quarter 1971

Preliminary reports indicate that there were 178 employment fatalities in the third quarter of 1971. In comparison, the final total number of fatalities reported for the third quarter of 1970 was 257—97 more than the previously published figure for that quarter of 160. (LG, Feb. 1971, p. 111). In the second quarter of 1971, the revised figures indicate that there were 179 employment fatalities, 36 more than the previously published total of 143 (LG, Nov. 1971, p. 744). These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They also include deaths resulting from industrial diseases.

There were five multifatality accidents reported in the third quarter of 1971 resulting in a total of 13 deaths. Two Moncton men perished when a short circuit sparked an explosion-flash fire combination. The collapse of a freshly poured concrete wall resulted in the deaths of three Kitchener men. In Vancouver, two men were burned to death in a freak accident that occurred when the aircraft in which they were flying collided with an eagle and crashed. Also in B.C., two Clearwater men died in a collision between a railway motor car and a train. In Berthierville, Que., two distillery workers died of scalds received from a steam boiler.

Of the 178 fatalities reported, the largest number, 46 or 25.8 per cent, occurred in the construction industry (see Table H for complete statistics). Thirty-seven fatalities occurred in transportation, 21 in mining, 19 in forestry, 15 in public administration, 14 in manufacturing, 11 in trade, 9 in services, 5 in agriculture and one in fishing. There were no fatalities reported in finance.

The accompanying table indicates that, for the seven age groups analyzed, 19.7 per cent of the fatalities were in the 45-54 age group; 19.1 per cent were in the 35-44 age group; 18.5 per cent were in the 25-34 age group; 13.4 per cent were in the 20-24 and 55-64 age groups; 10.1 per cent were in the 14-19 age group; and 2.8 per cent were 65 years of age and over. For five fatalities, or 2.8 per cent, no ages were reported for the workmen involved.

The occupational group of craftsmen incurred the largest number of fatalities, with 52 or 29.2 per cent of the total. At the other extreme was the fisherman group with one fatality, representing 0.6 per cent, and sales occupations, with no fatalities reported.

The table reveals also that most of the fatalities, 49 or 27.6 per cent, were the result of collisions and derailments, being struck by an object was second, with 44 fatalities or 24.7 per cent of the total. The least number of accidents resulted from over-exertion, with two fatalities or 1.2 per cent, and from striking-against mishaps, in which category no fatalities were reported.

Preliminary reports indicate that there were no fatalities in Newfoundland or Prince Edward Island for the third quarter of 1971. The 178 fatalities were recorded by province as follows: 3 in Nova Scotia, 10 in New Brunswick, 28 in Quebec, 63 in Ontario, 5 in Manitoba, 5 in Saskatchewan, 19 in Alberta, 40 in British Columbia, and 5 in the Northwest Territories and the Yukon.

# Employment Fatalities in Canada During the Third Quarter of 1971

|                                   | Agri-<br>culture | For-<br>estry | (1)<br>Fishing | (2)<br>Mining | Manu-<br>factur-<br>ing | Con-<br>struc-<br>tion | (3)<br>Trans-<br>porta-<br>tion | Trade | (4)<br>Fi-<br>nance | (5)<br>Serv-<br>ice | (6)<br>Public<br>Ad-<br>minis-<br>tra-<br>tion | Total  | Per<br>Cent<br>of<br>Total |
|-----------------------------------|------------------|---------------|----------------|---------------|-------------------------|------------------------|---------------------------------|-------|---------------------|---------------------|--|--------|----------------------------|
| Industry* and Age Group           |                  |               |                |               |                         |                        |                                 |       |                     |                     |  |        |                            |
| 14-19.....                        | 1                | 3             | —              | 3             | 1                       | 7                      | —                               | 2     | —                   | 1                   | —  | 18     | 10.1                       |
| 20-24.....                        | —                | 1             | —              | 6             | —                       | 11                     | 4                               | 1     | —                   | 1                   | —  | 24     | 13.5                       |
| 25-34.....                        | 2                | 1             | 1              | 3             | 3                       | 8                      | 11                              | 3     | —                   | —                   | 1  | 33     | 18.5                       |
| 35-44.....                        | —                | 4             | —              | 4             | 2                       | 9                      | 12                              | 1     | —                   | 2                   | —  | 34     | 19.1                       |
| 45-54.....                        | —                | 4             | —              | 3             | 4                       | 6                      | 6                               | 3     | —                   | 2                   | 7  | 35     | 19.7                       |
| 55-64.....                        | —                | 6             | —              | —             | 3                       | 4                      | 3                               | —     | —                   | 1                   | 7  | 24     | 13.5                       |
| 65 and over.....                  | 1                | —             | —              | 2             | —                       | —                      | —                               | 1     | —                   | 1                   | —  | 5      | 2.8                        |
| Not given.....                    | 1                | —             | —              | —             | 1                       | 1                      | 1                               | —     | —                   | 1                   | —  | 5      | 2.8                        |
| TOTAL.....                        | 5                | 19            | 1              | 21            | 14                      | 46                     | 37                              | 11    | —                   | 9                   | 15   | 178**  | 100.0                      |
| Industry and Occupation†          |                  |               |                |               |                         |                        |                                 |       |                     |                     |  |        |                            |
| Farmers (a).....                  | 3                | —             | —              | —             | —                       | —                      | —                               | —     | —                   | —                   | —  | 3      | 1.7                        |
| Loggers (b).....                  | —                | 14            | —              | —             | 1                       | —                      | —                               | —     | —                   | —                   | —  | 15     | 8.4                        |
| Fishermen (c).....                | —                | —             | 1              | —             | —                       | —                      | —                               | —     | —                   | —                   | —  | 1      | 0.6                        |
| Miners (d).....                   | —                | —             | —              | 14            | —                       | 2                      | —                               | —     | —                   | —                   | —  | 16     | 9.0                        |
| Craftsmen (e).....                | —                | 3             | —              | 5             | 3                       | 19                     | 12                              | 4     | —                   | 1                   | 5  | 52     | 29.2                       |
| Labourers (f).....                | 1                | —             | —              | 1             | 7                       | 19                     | 4                               | 2     | —                   | 3                   | 3  | 40     | 22.5                       |
| Transport (g).....                | 1                | —             | —              | —             | 1                       | 2                      | 19                              | 2     | —                   | —                   | —  | 25     | 14.0                       |
| Managerial.....                   | —                | 2             | —              | —             | —                       | 3                      | —                               | 3     | —                   | —                   | 2  | 10     | 5.6                        |
| Professional (h).....             | —                | —             | —              | 1             | 2                       | —                      | —                               | —     | —                   | 3                   | 1  | 7      | 3.9                        |
| Clerical.....                     | —                | —             | —              | —             | —                       | 1                      | 1                               | —     | —                   | —                   | 1  | 3      | 1.7                        |
| Sales.....                        | —                | —             | —              | —             | —                       | —                      | —                               | —     | —                   | —                   | —  | —      | 0.0                        |
| Service (i).....                  | —                | —             | —              | —             | —                       | —                      | 1                               | —     | —                   | 2                   | 3  | 6      | 3.4                        |
| Not given.....                    | —                | —             | —              | —             | —                       | —                      | —                               | —     | —                   | —                   | —  | —      | 0.0                        |
| TOTAL.....                        | 5                | 19            | 1              | 21            | 14                      | 46                     | 37                              | 11    | —                   | 9                   | 15   | 178**  | 100.0                      |
| Industry and Type of<br>Accident‡ |                  |               |                |               |                         |                        |                                 |       |                     |                     |  |        |                            |
| Struck by objects (j).....        | 1                | 14            | 1              | 4             | 2                       | 13                     | 1                               | 4     | —                   | 1                   | 3  | 44     | 24.7                       |
| Falls and slips (k).....          | 1                | 2             | —              | 5             | 2                       | 7                      | 7                               | 1     | —                   | 5                   | 2  | 32     | 18.0                       |
| Collisions, derailments (l).....  | 3                | 2             | —              | 5             | 2                       | 6                      | 19                              | 5     | —                   | 1                   | 6  | 49     | 27.6                       |
| Caught in, on, between (m).....   | —                | —             | —              | 4             | 2                       | 3                      | 2                               | —     | —                   | —                   | —  | 11     | 6.2                        |
| Inhalations (n).....              | —                | —             | —              | 3             | 2                       | 3                      | —                               | 1     | —                   | 2                   | 2  | 13     | 7.3                        |
| Conflagrations (o).....           | —                | —             | —              | —             | 4                       | 2                      | 4                               | —     | —                   | —                   | —  | 10     | 5.6                        |
| Electric current (p).....         | —                | —             | —              | —             | —                       | 11                     | 3                               | —     | —                   | —                   | 1  | 15     | 8.4                        |
| Over-exertion (q).....            | —                | —             | —              | —             | —                       | —                      | 1                               | —     | —                   | —                   | 1  | 2      | 1.1                        |
| Striking against (r).....         | —                | —             | —              | —             | —                       | —                      | —                               | —     | —                   | —                   | —  | —      | 0.0                        |
| Miscellaneous.....                | —                | 1             | —              | —             | —                       | 1                      | —                               | —     | —                   | —                   | —  | 2      | 1.1                        |
| TOTAL.....                        | 5                | 19            | 1              | 21            | 14                      | 46                     | 37                              | 11    | —                   | 9                   | 15   | 178**  | 100.0                      |
| PER CENT OF TOTAL.....            | 2.8              | 10.7          | 0.6            | 11.8          | 7.9                     | 25.8                   | 20.8                            | 6.2   | 0.0                 | 5.1                 | 8.4  | 100.00 |                            |

Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers not agricultural, logging, fishing or mining. (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, gestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

\* Of these totals, 168 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 10 were obtained from other sources.



# Labour Statistics

| Principal Items  | Date            | Amount  | Percentage Change |               |
|--|-----------------|---------|-------------------|---------------|
|  |                 |         | From              |               |
|  |                 |         | Previous Month    | Previous Year |
| (in thousands)   |                 |         |                   |               |
| <b>TOTAL CIVILIAN LABOUR FORCE*</b>                              |                 |         |                   |               |
| Week ended October 16, 1971.....                                 | October         | 8,698   | + 0.9             | + 3.4         |
| Employed.....  | October         | 8,251   | + 0.8             | + 3.2         |
| Agriculture.....   | October         | 527     | - 6.6             | + 0.6         |
| Non-agriculture.....   | October         | 7,725   | + 1.3             | + 3.4         |
| Paid workers.....  | October         | 7,205   | + 1.4             | + 3.8         |
| At work 35 hours or more.....                                    | October         | 3,924   | - 40.4            | + 2.0         |
| At work less than 35 hours.....                                  | October         | 3,991   | +221.9            | + 4.4         |
| Employed but not at work.....                                    | October         | 336     | - 6.7             | + 4.0         |
| Unemployed.....  | October         | 447     | + 3.0             | + 6.7         |
| Atlantic.....  | October         | 45      | + 2.3             | +32.4         |
| Québec.....  | October         | 162     | + 0.6             | + 1.9         |
| Ontario.....   | October         | 136     | + 3.0             | +25.9         |
| Prairie.....   | October         | 51      | + 8.5             | + 4.1         |
| British Columbia.....  | October         | 53      | + 6.0             | -23.2         |
| Without work and seeking work.....                               | October         | 425     | + 1.2             | + 8.7         |
| On temporary layoff up to 30 days.....                           | October         | 21      | + 50.0            | -22.2         |
| <b>INDUSTRIAL EMPLOYMENT (1961 = 100)†</b>                       | August          |         |                   |               |
| Manufacturing employment (1961 = 100)†.....                      | August          |         |                   |               |
| <b>IMMIGRATION</b>   | 1st 9 mos. 1971 | 940.05  | -                 | -17.0         |
| Destined to the labour force.....                                | 1st 9 mos. 1971 | 483.77  | -                 | -19.4         |
| <b>STRIKES AND LOCKOUTS</b>                                      |                 |         |                   |               |
| Strikes and lockouts.....  | September       | 109     | - 9.9             | +23.9         |
| No. of workers involved.....                                     | September       | 29,502  | - 2.8             | +35.6         |
| Duration in man days.....  | September       | 328,570 | - 17.6            | -47.0         |
| <b>EARNINGS AND INCOME</b>                                       |                 |         |                   |               |
| Average weekly wages and salaries (ind. comp.)†.....             | August          |         |                   |               |
| Average hourly earnings (mfg.)†.....                             | August          |         |                   |               |
| Average weekly hours paid †.....                                 | August          |         |                   |               |
| Consumer price index (1961 = 100).....                           | October         | 134.9   | + 0.1             | + 3.5         |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)†..... | August          |         |                   |               |
| Total labour income (Millions of dollars)†.....                  | September       | 4,529.7 | + 0.9             | +11.6         |
| <b>INDUSTRIAL PRODUCTION†</b>                                    |                 |         |                   |               |
| Total (average 1961 = 100).....                                  | October         | 181.4   | + 0.5             | + 4.4         |
| Manufacturing.....   | October         | 177.9   | + 1.0             | + 7.3         |
| Durables.....  | October         | 202.7   | + 1.1             | +11.5         |
| Non-durables.....  | October         | 158.3   | + 1.0             | + 3.6         |
| <b>NEW RESIDENTIAL CONSTRUCTION**</b>                            |                 |         |                   |               |
| Starts.....  | October         | 19,331  | + 5.5             | -16.5         |
| Completions.....   | October         | 16,291  | + 0.1             | +34.3         |
| Under construction.....  | October         | 144,427 | + 1.1             | +29.7         |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

\*\* Centres of 10,000 population or more.

arch 1972

# The Labour Gazette





An increase in usable leisure is one of the major appeals of the reduced workweek. It can mean a new way of life, with more time for shopping, recreation, cultural activities, hobbies, family outings or continuing education. And with a staggered workweek it can mean less crowding of recreational and shopping facilities. See: A Report on the Four-Day Week, by George Sanderson, p. 116.



# The Labour Gazette

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Canada Department of Labour

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**Labour  
Canada**

**Travail  
Canada**



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## News briefs

■ More than 290 major collective agreements governing 500 or more employees excluding construction will expire in 1972 according to statistics compiled by the Canada Department of Labour. Information on expiring collective agreements for all industries is available in a publication titled "A Calendar of Expiring Collective Agreements 1972."

Of 700 major collective agreements on record covering 1,486,210 employees, 293 contracts covering 653,060 workers will expire in 1972. These contracts cover bargaining units of 500 or more employees in all industries except construction. Information is included for the first time on expiring agreements for the construction industry, governing three or more employees, in which a total of 157 contracts expire in 1972. Of these, 136 expire in March and April.

Contracts are grouped by month of expiry, province, industry and legislative jurisdiction. The Calendar is based on information available as of December 1, 1971 and is subject to revision because of current negotiations. An updated version of the Calendar will be available in July 1972. The Calendar of Expiring Collective Agreements is a supplement to the Collective Bargaining Review, and is prepared by the Collective Bargaining Division of the Economics and Research Branch. Free copies are available on request from the Canada Department of Labour, 340 Laurier Avenue West, Ottawa, K1A 0J2.

■ C. W. (Charlie) Rump, 61, has retired as general secretary of the National Joint Council of the Public Service of Canada, a voluntary post he held since the Council's inception in 1944. Rump, who joined the Canada Department of Labour in 1935 as assistant editor of the Labour Gazette, is currently Secretary of the Railway Transport Committee of the Canadian Transport Commission and also Secretary of the Commission Water Transport Committee. He will continue to be active in both these positions.

At a reception held recently to thank Rump for his long service as general secretary he was presented with a silver tray by J. P. Connell, Council Chairman and Deputy Secretary of the Treasury Board Secretariat's Personnel Policy Branch, and Claude A. Edwards, Council Chairman and President of the Public Service Alliance of Canada. A graduate of the University of Toronto, Rump joined the Canada Department of Labour in 1935, later moving to the former Board of Transport Commissioners in 1946. The National Joint Council has provided a forum since 1944 for communication between Government and its more than 200,000 federal employees and employee organization representatives on topics that do not normally fall within the jurisdiction of collective bargaining.

**■ Marion V. Royce, Toronto, former director of the Canada Department of Labour's Women's Bureau, and consultant for the Royal Commission on the Status of Women, has been awarded the Service Medal of the Order of Canada.** When the Women's Bureau was formed in September 1954, Miss Royce was appointed as its first director, a position she held until her retirement at the end of 1966 (LG 1967, p. 164). In this capacity she acted as Adviser to the United Nations Commission on the Status of Women held in Geneva, New York and Buenos Aires from 1958 to 1960. She served also as a member of the International Labour Organization's panel of consultants on the problems of women workers. An honorary life member of the National Council of Women of Canada, and of the Canadian Association of Adult Education, she was also Consultant for Social and International Questions on the staff of the World Federation of Women's Clubs (WFCA), with headquarters in Geneva. During her decade as consultant, Miss Royce represented the World Federation of Women's Clubs on the Churches' Commission on the International Affairs of the World Council of Churches. Service medals are awarded for "excellence in all fields of endeavour in Canadian life."

**■ There were about 38,500 vacant jobs in Canada for full-time employees in the third quarter of 1971, reports Statistics Canada. The figure is 15 per cent higher than in the third quarter of 1970.** This report represents the first data obtained from the job vacancy survey that is conducted by Statistics Canada, under contract, for the Department of Manpower and Immigration. The survey is conducted by both mail and interviews among all employers except the classifications of agriculture, domestic service, fishing and trapping and the military. Further reports will be published quarterly. The survey was instituted to fill a gap in knowledge about labour demand, as there is already much available information on labour supply.

Of the vacancies in the third quarter of 1971, just under half were in the white-collar categories. The main components were: professional, technical and managerial—7,500 vacancies (19 per cent) and clerical and sales—11,000 vacancies (28 per cent). Regional distribution of vacancies was as follows: Ontario, 45 per cent; Québec, 19 per cent; Prairies, 15 per cent; Pacific region, 12 per cent; and the Atlantic region, 9 per cent.

**■ Evelyn Best, a legislative research officer for the Legislative Research Branch, Canada Department of Labour, retired recently.** A graduate of Queen's University, she joined the Department's Library and Research Branch in 1931. When the Legislation Branch was formed in 1942, replacing the Library's research division, she moved to the new branch. From 1949 to 1969, Miss Best served as Secretary-Treasurer of the Canadian Association of Administrators of Labour Legislation, an organization of deputy ministers and other senior officers of the federal and provincial departments of labour. When she resigned from this position in 1969, a dinner was given in her honour by the deputy ministers of labour.

**■ The B.C. Government Employees' Union has welcomed a B.C. Supreme Court judgment that says that the BCGEU is the bargaining agent for provincial employees.** The judgment of Mr. Justice James MacDonald says: "Section 72 (1) (of the Civil Service Act) gives the executive of the plaintiff union (the BCGEU) recognition as the bargaining representative of civil servants generally." BCGEU General Secretary John Fryer said the judge's interpretation of the Act serves to clarify the question of recognition of the union and several other issues in the relationship between the BCGEU and the government.



■ Nearly 70 per cent of men and women who completed a Canada Manpower Training program in 1970 were full employed within three to four months. "Given the rapid rise in the labour force relative to employment opportunities through 1970, these results demonstrate the very positive contribution that the Canada Manpower Training Program is making to the higher productivity, employment and the income security of families in Canada," Otto Lang, Minister of Manpower and Immigration, said in announcing the results of a survey. The report covers 125,713 persons who completed full-time courses in public institutions between January and December 1970.

The survey includes only those adult members of the labour force referred by Canada Manpower counsellors to full-time training in public vocational and technical training institutions. It does not include those whose training is paid for by the Department in private training institutions and by employers who have contracted with the Department for the training of their employees. Excluded also are apprentices taking the classroom portion of their training in public institutions.

Results of the survey indicated that of the nearly 70 per cent now working, only 33 per cent of them had jobs before entering their courses. Their average pay increased by 13 per cent or more than \$47 a month as a result of their training.

Mr. Lang emphasized that about 60 per cent of the survey group in 1970 had pre-training earnings below the Economic Council poverty line, compared with about 24 per cent of all families and unattached individuals in the population as a whole. The training program has proved to be particularly important in alleviating poverty of female heads of families. Roughly 94 per cent of those who took training had pre-training incomes below recognized poverty lines.

Men increased their average earnings by \$44 a month and women by \$54 a month. For women, this represented a substantial increase over their pre-training earnings (27 per cent compared with 12 per cent for men). Some 345,000 persons were placed in training under the Canada Manpower Training Program in the 1970-71 fiscal year.

■ Robert Johnston, formerly chairman of the Ontario Water Resources Commission, is the new Deputy Minister of Labour for Ontario. He replaces Thomas Eberlee, who has been assigned the job of bringing to fruition the recommendations made by the Ontario Government's Committee on Government Productivity that will, in effect, reorganize the labour department.

William Dickie, Ontario's director of conciliation and mediation services, has been named Assistant Deputy Minister of Labour for industrial relations. Dickie has had more than 30 years experience in industrial relations.

Johnston was chief negotiator for the Government in collective bargaining matters and has had wide experience in labour relations. He served as director of staff relations for the Ontario Treasury Board, which bargains with public service groups.

Eberlee, who has been Deputy Minister of Labour for the past six years, began his new assignment as Deputy Minister to implement COGP recommendations on January 1, 1972. His main task will be to advise Treasury Board on the best organizational arrangements for implementing the recommendations made by the productivity committee. The committee has already submitted two interim reports. The first dealt with supply policy, the role of the Provincial Auditor and the activities of the Cabinet Secretariat; the second with the role of the Cabinet and Secretariat; and the third with government organization, automatic data processing, human resource management, real property management and information and communications services.

■ Britons work longer hours than Europeans, Canadians or United States workers but have the lowest rate of days lost because of walkouts. Workers in Canada the U.S., Italy and Australia have lost more time than British workers through internal disputes during 1967-69. A higher number of Britons are working now, and more wives have entered the labour market. According to **Social Trends**, the British Government's annual survey of statistics, the number of working days in Britain lost through sickness in 1970 has climbed to 7½ a year a worker from 5½ in 1960. One explanation suggested is that people now feel they can afford to take a day off for a minor complaint.

**Labour and management sit down together, not to discuss their differences, but to study and learn at Niagara College, Welland, Ont. It's a place where industrial supervisors take time off during the working day to concentrate instead on books and seminars.** The College's labour studies program, now in its third year, is the only one of its kind in Canada; its industrial relations program, in its second year, is pioneering educational concepts proposed by the Economic Council of Canada.

One hundred and eleven full-time and part-time students are enrolled in three programs: industrial relations, labour-management relations and labour studies. Enrolment has increased and programs have broadened every year. In the first year of the labour studies program, only the history of trade unions in Canada was taught. Courses now include human relations in the union, communication, contemporary social problems, economics and psychology.

Sixty students, all on union scholarships and averaging 30 years of age, are enrolled in three of the eight courses leading to a certificate in labour studies. Courses in this program are scheduled during the day and evening to accommodate shift workers. Thirty-six other adult students from management and labour ranks are working toward a certificate in labour-management relations, and many are released from their jobs to attend day classes. Fourteen full-time day students are working toward a diploma in industrial relations.

Most people think of the worker as the last person to be interested in further education, but they are wrong, R. W. Whitehouse, Assistant Dean of the school, said. "An average of 35,000 workers a year throughout Canada spend evenings, weekends and other free time on educational programs sponsored by their unions," he said.

He has been impressed by the enthusiasm of labour studies students ranging in age from 20 to 54. "They aren't taking courses to advance themselves in their jobs, but to broaden themselves individually, to equip themselves to make a greater contribution in every aspect of their lives."

A two-year program leading to a diploma in industrial relations is geared to a broad range of career opportunities and is "designed to provide knowledge and un-

derstanding of industrial relations processes, and of human behavior, as well as skills in problem-solving." Career opportunities for graduates include positions as personnel and industrial relations assistants, training positions leading to positions of administrative responsibility, safety supervision, personnel and labour research specialists.

Objectives of the certificate program in labour-management relations are to give labour and management "an understanding of, and skill in, the resolution of problems that arise as a result of inadequate understanding of the processes of communication, industrial relations in their legal and institutional settings, and basic human relationships."

■ **Daniel G. Hill has been appointed Chairman of the Ontario Human Rights Commission.** He succeeds Dr. Louis Fine, the first Chairman of the Commission, who is retiring after 20 years of service in the field of human rights. Walter Currie, Director of the Indian-Eskimo Studies program at Trent University, Peterborough, has been appointed a Commissioner of the Ontario Human Rights Commission.

Dr. Hill has been Director of the Commission since 1962, during which time he has been responsible for establishing and expanding the Commission's administrative program. As Chairman, he will be responsible for guiding the Commission into new program areas and advising the Minister of Labour and the Government on human rights policies. Currie is fluent in the Ojibwa language, has worked with numerous Indian organizations and is past president of the Indian-Eskimo Association of Canada. For many years he was an adviser on Indian Affairs to the Ontario Department of Education. He is a former school teacher and principal of Danesbury Public School in North York.





## 50 years ago

A request for a moratorium on home purchase agreements; teachers' pensions; strikes in 1921; an injunction against picketing; the annual report on Canadian coal production; industrial accidents in 1921; new Saskatchewan legislation; the report of the Manitoba Joint Council of Industry; and a system of wages paid to family heads in France were some of the topics reported in The Labour Gazette of March 1922.

■ The Trades and Labour Council of Guelph, Ont., decided to ask the Ontario Legislature to enact legislation forbidding any person lending money to charge interest at a rate exceeding 5 per cent. Another resolution asked for a moratorium act on real estate and home purchase agreements, to remain in force for one year, as a mea-

sure of relief to those who purchased houses during the war on instalments and who, owing to unemployment were then unable to meet their payments and were compelled to mortgage their homes or lose their equity.

■ The New Brunswick Speech from the Throne announced that legislation would be enacted to provide pensions for retiring teachers. The school teachers had signified their willingness to co-operate with the Government by giving an annual contribution and by not materially increasing the financial burden of the provincial government.

■ The Canada Department of Labour reported that during 1921, there was a considerable reduction both in the number of strikes and in the number of employees involved compared with any year since 1916. Compared

With 1920, however, the time loss was slightly greater. A feature of the year was the number of strikes in the printing trades for the 44-hour week. Many of these strikes were continuing at the end of 1921. There were 45 strikes and lockouts during 1921. Of these, seven were carried over from 1920, making a net total of 138 strikes beginning in 1921. The number of employees involved in the 145 disputes was 22,930 and the total time loss was estimated at 956,461 working days.

■ **Mr. Justice Rose handed down an injunction against picketing at a Windsor, Ont., theatre.** The matter arose from a strike of four employees at the theatre. When the theatre changed hands at the beginning of 1922, the manager informed the employees that he could not pay the wages that had been agreed upon in September 1921 by the Border Cities Managers' Association and the Moving Picture Machine Operators' Union and the Federation of Musicians. A meeting failed to settle the situation and the employees were notified that on and after February 4, their services would no longer be required. The four men involved stopped work on January 27 and the union had the following notice printed: "The Windsor Theatre is unfair to organized labour. Patronize theatres that are fair to organized labour and help us to help others." An interim injunction was received and later Mr. Justice Rose granted the continuation of the injunction. He said that the statement "The Windsor Theatre is unfair to organized labour" was prima facie defamatory.

■ **The Dominion Bureau of Statistics issued its annual report on Coal Statistics for Canada during the year ending December 1921.** The total output of coal for the year was nearly 15 million short tons, valued at \$74,273,000 or \$4.97 a ton. This quantity was 88 per cent of the amount mined during the preceding year when the total output was 16.9 million tons, but it was more than one million tons greater than in 1919. Alberta led with a production of 5,854,420 tons, followed by Nova Scotia and British Columbia.

■ **A total of 908 deaths were caused by industrial accidents in 1921, compared with 1,192 in 1920.** The steam railway service group had the highest number of fatalities, 17.4 per cent of the total, with 158 deaths. In the building and construction industries, 147 deaths were reported; in the lumbering industry, 128; and in mines,

smelters and quarries, 109. Ontario, with 408 fatalities, had the highest toll, followed by British Columbia, 165, Québec, 120 and Nova Scotia, 62.

■ **The first session of the fifth Legislature of Saskatchewan ended in February, having passed several measures directly or indirectly affecting labour.** Among the most important of these was an act providing for mothers' allowances on similar lines to the acts in force in other provinces; an act creating a Bureau of Child Protection to administer the Mothers' Allowances, Juvenile Courts and Children's Protection Acts; and an act raising the age of compulsory school attendance from 14 to 15 years.

■ **The Manitoba Joint Council of Industry submitted its annual report to the Manitoba Legislature.** During the year, 36 cases were dealt with. In 32 of the cases, the council was able to aid in a settlement. In two of the remaining cases, the employees declined to accept the findings of the Council, but after a work stoppage they were forced to accept less favourable terms than they had demanded. In another case, the employers declined to accept the Council's findings and were able to enforce their wishes on their employees. The remaining case involved printers but because of continent-wide affiliations and wider issues involved, the Council could not restore harmony.

■ **For two years, employers in France had been experimenting with a system providing for the payment of a "super wage" to employees who were heads of families.** At first, employers were tempted, because of smaller wage payments required, to hire unmarried or childless married men rather than heads of families. Thus, the very plan that was designed to encourage the raising of larger families tended to discourage this. Plans were then worked out to create depositories or compensation bureaus representing the employers of the same industry or the same locality, in order to distribute equally the expense of the super wage. Each employer contributed, not according to the number of family heads in his employ, but according to the total number of workers he employed, in order to obviate the danger of making bachelors preferred as employees. In practice, the compensation bureau acted as a clearing house. Each employer paid the super wage to the family heads, then paid to or received from the bureau the differences between that payment and his proportionate share of the total expense of the association, determined by the bureau from reports submitted by the individual members. Similar systems had been adopted in Holland and several other countries.



# A report on the four-day week

**The four-day workweek is still rare in Canada, but business and labour experts predict that it will be a major trend within 10 years. The innovation has usually meant one working day less each week, but little or no reduction in total working hours. It is often referred to as a rescheduled rather than an actually shortened week.**

Some 1,000 U.S. firms have adopted the scheme so far, and others are making the switch at the rate of about five a day. In Canada it is estimated that more than 40 companies have converted to some variation of the "compressed" or shorter workweek. It's being accepted more rapidly than was the five-day week several decades ago.

Few of the companies involved are capital-intensive, few compete in world markets, and few employ more than 500 workers. They are predominantly engaged in manufacturing, include a variety of service and other firms, and are generally non-union.

Computer and manufacturing companies appear to be the most prominent Canadian enterprises shifting their workweek patterns. In most instances, the four-day week is on trial with both workers and management, but in only a few cases has the experiment been discontinued. The rescheduling of working hours has usually been instigated by company management for benefits to business. This represents a radical departure from the past, as initiatives in proposing new work schedules have generally come from labour.

"It's bothering the unions that the idea first came from management," claims Hap Nichols, Vice-President of Dominion Loose Leaf Limited, a large Ottawa printing firm. "They're going to adopt it, too, when they realize how popular it's proving."

The company's production staff work Monday through Thursday, from 7 a.m. to 5.30 p.m., with a half-hour lunch break; but management, sales and office personnel still work a five-day week. Customer contact, shipping and receiving make the fifth day necessary. Though the shift in work patterns was a company

by George Sanderson



proposal, the employees concerned endorsed the scheme last August, and they remain overwhelmingly in favour of it.

"Every piece of equipment we have has a set-up time each morning," explained Nichols. "If we eliminate one of these set-up periods, if we reduce starting and stopping in operations and spend the time producing instead, there ought to be some increase in production. We are already noticing an improvement with some pieces of machinery, but we'll have a much better picture in a few months."

**He suggested that the number of hours might be reduced to nine and a half a day—"or less if we experience significant gains in productivity. Alternatively, we could boost wages."**

Nichols has ideas of eventually trying a three-day week with 12-hour shifts and two sets of staff to keep the presses running 24 hours a day. "If you'd asked me about the four-day week a year ago," he said, "I'd probably have thought it was a crazy idea. Now I think there's plenty of room for experimenting."

Some of the larger industries are now looking at the situation. Chrysler and the United Auto Workers recently established a joint union-management committee to study the implications of a four-day week. Should Chrysler opt for the scheme, it would be the first such action by a major mass producer. **The auto and steel companies are usually the pacemakers, so there might be a domino effect once a few giants have taken the plunge.**

Imperial Oil introduced a four-day week for about 700 employees at its eastern region comptroller's office in Don Mills, Ont., last November. The shorter week is the first of its kind for a large, complex accounting operation in North America. Employees work an eight-and-three-quarter-hour day under the scheme. The additional day off is on a rotational basis.

Another notable Canadian example outside the manufacturing area is the Vancouver engineering firm of Read Jones Christoffersen Ltd., which has put some 40 employees on four-day shifts every other week, averaging 37½ hours weekly. But the most striking instance of a truly shortened workweek is at the Southam-Mur-



ray printing plant in Weston, Ont., where about 150 pressmen have been working a four-day, 32-hour week since November 1969. The plan has proved very successful. Southam-Murray guarantees five days work without overtime rates to pressmen wishing to earn more money, or who are at a loss as to what to do with their extra day off, but the company reports that most of the men prefer the additional leisure. They are the only workers in Canada to whom the innovation has also meant less work according to the Toronto Newspaper Printing Pressmen's Union, which negotiated the contract; but it's unlikely their case will remain unique for long.

Current interest in a shorter workweek isn't confined to the private sector. The 140,000-member Public Service Alliance of Canada and the Treasury Board have set up a joint committee to examine its feasibility for public servants. Some experiments have recently been made with a three-day work schedule involving long shifts of up to 12 hours.

"We are all aware of the fact that even before the four-day week is general, the three-day week has been introduced," remarked John Farina at an international conference of personnel administrators held in Montreal last November. Prof. Farina teaches social work at the University of Toronto.

The three-day system adapts well to plants operating on a 24-hour basis. A group of 64 highly skilled computer programmers and operators at the London Life Insurance Company in London, Ont., has been on a three-day, 36-hour week since 1969. There are two shifts of 12 hours each, and the employees are divided into four groups working rotating shifts. Canadian Liquid Air introduced the plan at its Varennes plant and Imperial Oil introduced it on a trial basis at its Winnipeg refinery.

The system at Imperial Oil came into effect in January 1971 for an eight-month trial period. After eight months, there was to have been a vote on whether to keep the system. **The vote was put off until November, when there was a 100 per cent vote in favour of retaining the 3-day, 12-hour shift schedule.** The 12-hour shift results in an average workweek of 38.8 hours over a one-year period. Employees work 36 hours during 40 weeks and 48 hours in the other 12 weeks. For example, process unit personnel work three shifts of 12 hours each, have four days off, work three shifts, then have three days off. This cycle keeps repeating itself.

Imperial's lead was followed by a group of nurses at the Winnipeg General Hospital last April. They work six 12-hour shifts and one eight-hour shift in a two-week period. The nurses still like the idea.

It's obvious that the "compressed" workweek doesn't necessarily mean a 40-hour week. The data available indicate that it ranges from more than 40 hours to less than 30.

Where the three- or four-day week is accompanied by a longer workday, it reverses the almost unbroken trend of a century toward shorter days. Average weekly work hours have declined from 68 in 1860 to 40 or less in 1970. There is a definite trend in industry toward a workweek of 37½ hours for office workers. A recent study by the Canada Department of Labour shows that 42 per cent of office personnel in the manufacturing sector work no more than 37½ hours a week, whereas some 20 per cent work 35 hours or less. But a 40-hour week is still the norm for 81 per cent of blue- or gray-collar workers.

Employees of the Government of Canada have been working an average 37½ hours a week since 1955. It is interesting to note that prior to World War II, the annual average workweek for federal public servants was 35½ hours. The Public Service Alliance urged Treasury board in recent negotiations to reduce the workweek by two and a half hours.

The Canadian Union of Public Employees has reported that in 84.4 per cent of Canadian cities and municipalities with a population of more than 50,000, municipal employees work a 35-hour week. **More than 99 per cent of provincial government office staff work less than 37½ hours a week, with 32 per cent of these same employees working less than 35 hours.**

The movement toward a four-day week is in keeping, however, with two basic trends that have dominated recent changes in working time: preference for what can best be described as "blocks of leisure," such as extended vacations and longer weekends; and an increasing variety in work patterns. The rescheduled workweek



already has a strong foothold as a result of the popular practice of observing statutory holidays on Mondays. Paid vacations and holidays together account for two fifths of the estimated 50-hour total reduction in annual worktime in the decade of the '60s.

The compressed workweek is consistent also with the trend toward a growing diversity in work schedules. In addition to substantial variations in the weekly hours of the three- or four-day system, the selection of workdays is not uniform from company to company. Employees are sometimes given a day off in midweek rather than a long weekend. This trend goes back more than half a century to the beginning of the growth of part-time schedules. It is likely that workers will, in future, be able to set their own arrival and departure times, as indeed they have in some European firms!

The movement to a shorter workweek is by no means new. As a matter of fact, the late Walter Reuther, president of the UAW, tried to include a four-day week in contracts he negotiated back in the 1950s.

#### Why a four-day week?

Even with longer daily hours, a four-day workweek has a number of advantages. **An increase in "usable leisure" sums up its major appeal to workers.** For many it can mean a brand new way of life, with more time for shopping, hobbies and family activities. Others can play a more active role in the community, or use their added day off to further their education. Financial advantages include savings on transport costs and child care fees. A 20 per cent reduction in commuting time adds further appeal. Travel time between home and place of work has been increasing steadily for city dwellers, as well as for those who live in the suburbs.

Many of the reservations are due to the fact that some people who work a five-day week aren't too sure what they would do with an extra day off. It might be a good idea for them to find out now instead of waiting till they retire and suddenly have five extra days off.

The American experience has shown that it takes several months for workers, especially women, to adjust to the longer workday. Some workers consider that the longer shifts are too taxing. It might be well to remem-



ber that the health and safety of workers was a major argument for shortening the workday from 10 hours to eight or less. Though technology has diminished physical strain, mental and emotional stresses prevail—and have increased in many work situations. But the additional day off, especially in midweek, may provide enough rest and relaxation to sustain the worker through a four-day week of 10-hour days.

Some people find that the longer day leaves them with little time and energy for evening activities. It presents an additional obstacle to the full-time employment of women with family responsibilities. But, then, some may prefer longer days that permitted them to be at home three days a week. For the men whose wives or friends work five days, the extra day off doesn't make for added togetherness.

**A number of workers complain that the scheme cuts down on their overtime and opportunity to supplement their wages. The drop in overtime is usually the result of better scheduling and higher productivity.** Increased leisure time would probably mean more spending for most families. Another problem workers encounter is boredom.

Greater productivity and lower unit cost are the most cogent arguments put forward by management. Higher output per man-hour is generally attributed to improved employee morale, reflected in reduced absenteeism, tardiness and turnover.

Some companies that have converted to a shorter week now find themselves with long lists of qualified applicants and have stopped advertising for personnel. The advantage stemming from this enhanced ability to hold experienced workers and recruit superior ones would be lost, however, if the shorter week were to be adopted by other firms competing for the same labour.

Higher weekly output has also been ascribed to a reduction in set-up and close-down time relative to operating time. **In many kinds of production, a rescheduled week allows for more efficient use of equipment.** The system also gives some companies greater flexibility. If overtime is necessary, it can be worked on the extra day off, perhaps leaving the weekend free.

The 10-hour day may not be applicable to the production patterns of industries working three eight-hour shifts. How, it is asked, can such companies work three 10-hour shifts inside 24 hours? But in service, manufac-

turing and other industries requiring round-the-clock operations, one part-time shift could be used to supplement two ten-hour shifts. Capital-intensive firms would be likely to make heavy use of part-time shifts in converting to a four-day week with nine- or ten-hour days. Some companies would probably use some workers for only one to three days a week, in order to extend their operations beyond four days.

Economists have pointed out that short-term productivity gains experienced by the limited number of small-to-medium-sized firms now on the four-day week are not necessarily indicative of long-term results on a large scale. It is possible, for example, that the low productivity now associated with the last day of the conventional workweek would, in time, move to the last day of the rescheduled week, or to the ninth or tenth hour of the day.

One would expect the proportion of moonlighters to increase as the demand rose for part-time workers. The ranks of the unemployed would swell if more and more people took on a second job. The traditional part-time workforce, made up of women, students and older workers, would experience strong competition from full-timers on the four-day plan. **It appears, however, that the latter are more interested in a longer weekend than in a second job.**

A three- or four-day week accompanied by shorter hours would probably attract more mothers to the labour force. This would naturally create additional demands for child-care facilities—an important implication in view of the fact that current needs for day care far outstrip available resources.

With leisure spread over a greater number of days, there might be a reduction in bottlenecks in the service fields. Overcrowding of public transportation might be decreased and traffic congestion eased. Whenever free time is increased, it tends to be bunched rather than evenly distributed over the work cycle. In the event of significant numbers of people being given a day off in midweek rather than a long weekend, everyone wouldn't descend on the shops, service stations, parks, hotels, cinemas and beaches at the same moment. Many harrowing experiences could thus be avoided. The four-day week has given the trend toward diversity in work schedules a big push forward.

The use of spare time is a subject that deserves far more attention than it has been getting. More has to be done to prepare people for the additional leisure that so many of them are bound to have in the years ahead. There is an urgent need for drastic improvement in free or low-cost public recreation facilities. A shorter workweek should expand markets for leisure goods and services—something that Henry Ford recognized in 1922, when he pioneered the five-day week in order to increase the demand for autos. Recreation, transportation and construction are some of the areas where employment may increase.

### Prospects for the four-day week

What, then, seem to be the prospects for the four-day week, in view of the basic trends in worktime, the major arguments pro and con, and the wider implications for society? A public opinion poll published last summer

indicated that most Canadians still prefer a workweek made up of five eight-hour days to a four-day, 40-hour week. Another poll taken last year showed that 64 per cent of the public approved the idea of a shorter week "to spread the work around and help reduce unemployment." But when asked: "Would you be willing to accept less pay for a shorter workweek?" 60 per cent said "No."

The Canadian Labour Congress has made no official pronouncement on the four-day week. A spokesman for the CLC said: **It's up to the individual unions to decide in future negotiations whether or not to press for a shorter week with longer days; but we're certainly in favour of a reduction in total working hours.**

"The trade union movement as a whole is against longer days, but certain locals have been pressuring







their unions into allowing them to give the innovation a try. As union leaders see it, the idea of compressing a 40-hour week into four rather than five days is no improvement at all."

The move appears to be toward a reduction in the hours of work rather than a mere rescheduling that would lead to longer though fewer work days. Labour leaders have argued strongly against the four-day, 40-hour week, saying that this is a step backward. More and more unions are pushing for a cut in daily hours for their members, and many favour a four-day, 32-hour week. A significant number are also negotiating longer vacations and earlier retirement. In fact, the major labour organizations are not likely to accede to nine- or ten-hour days without overtime pay.

The AFL-CIO Executive Council, for instance, took a firm position last August with a statement that said: "We support union and management efforts, through collective bargaining, to reduce working hours and to reschedule workweek arrangements to their mutual satisfaction. The eight-hour standard, however, was achieved after decades of trade union efforts, and we believe that federal laws . . . must continue to protect workers against excessive hours of work per day, as well as excessive working hours per week."

The Ontario Federation of Labour Convention held on November 3, 1971 adopted a shorter workweek as a goal for the next round of collective bargaining.

Charlie Brooks, President of the big Chrysler workers' Local 444, and Canadian representative on the UAW committee formed to study the four-day week, doesn't favour the longer days. "Who wants to spend more than eight hours in the plant?" he asked in a recent interview. "Who is able to stand the grind of the assembly line for 10 hours? Sure, workers want monetary gains; but more than that, today's workers are interested in the quality of their lives. They want to spend as little of their lifetime in the plant as possible. They want more leisure time. Who can blame them?"

Brooks's sentiments are shared by Stewart Wells, Director of Econometrics for Statistics Canada, and former research director for Canada's railway unions. He believes that "the only people who can function the old way are the relatively small number whose jobs are central to their satisfaction; but most people don't feel these ties at all." This is because work is no longer meaningful to large segments of society. **"The employee, whether he's in an office or on the assembly line, tends to feel bored and alienated; he has no sense of involvement because he's simply part of a machine."**

Howard Coughlin, President of the Office and Professional Employees' Union, supports the idea of a four-day week—but only if the eight-hour standard is retained. His union, representing 80,000 workers, 13,000 of whom are in Canada, appears to have negotiated such an arrangement in six collective agreements.





Coughlin is confident that a shorter week would provide better employment opportunities. He proposes four consecutive eight-hour days in a six-day workweek, with three shifts within the week. One group of employees would work Monday through Thursday, another Tuesday through Friday, and the third from Wednesday to Saturday.

The Public Service Alliance of Canada is dead set against any lengthening of the workday. Claude Edwards, PSAC President, and James Wyllie, Vice-President, have indicated that a four-day, 32-hour arrangement will become part of their bargaining agenda in the future.

The United Steelworkers have tended to favour long vacations and sabbaticals, but union officials report increasing interest among the membership in the idea of a shorter week. I. W. Abel, Steelworkers' President, left little doubt as to his attitude when he said: "This is not what we're talking about—getting more leisure days in one bunch; we're talking about spreading work opportunities. We're talking about less hours of work, fewer days of work; not just less days and more hours. We've gotten away from the 10- and 12-hour days



many years ago, and I don't think labour is going back to it." Abel reported to a convention of the AFL-CIO that his target is to get his whole union onto the four-day, 32-hour week by 1974.

Government appears to back the unions' struggle for a shorter week. Prime Minister Pierre Trudeau said in a speech to the Niagara Falls Chamber of Commerce on April 2, 1971: **"We know that within less than a generation we will be down to the 32-hour week, and perhaps eventually less."** He suggested that one solution to unemployment might be "less hours of work for all of us, and much earlier retirement from the job we're in."

A number of federal and provincial wage and hour laws impede the adoption of the four-day, 40-hour week. The Canada Department of Labour, for example, is firmly committed to the eight-hour day. "It would be contrary to our present policy to encourage a four-day, 40-hour week," said Banning Hardie, Director of the Department's Labour Standards Branch. "A longer day would not only be a retrograde step but would also be inconsistent with federal legislation limiting the working day to eight hours, not counting overtime, and the week to a maximum of 48 hours. All the cases where a 10-hour day has been instituted fall outside federal jurisdiction. There has also been very little representation to the Department from employers and unions." All forms of transport and communications, banks, primary fishing, some agricultural and mining processes, and the operations of Crown corporations are governed by the Canada Labour Code.

Hardie doesn't know exactly what attitudes the provinces have taken with regard to the recent trend toward longer days. Five provinces have Acts regulating working hours. Alberta and British Columbia have limited them to eight in a day and 44 in a week. Ontario law provides for a 48-hour week, counting overtime. All three laws provide for exceptions in certain circumstances. Manitoba and Saskatchewan do not limit the hours that may be worked in a day or in a week, but require overtime rates to apply when work exceeds eight hours in a day and 44 in a week. This requirement may be waived in special circumstances. British Columbia's Labour Minister James Chabot likes the idea of a compressed workweek, though it might prolong daily hours, and he wants to encourage it in the province. **In B.C., any company or union wanting to convert to the new scheme must apply for a permit from the board of industrial relations, which administers the Hours of Work Act.**





Hardie said that present federal legislation may be amended to allow rescheduling of the workweek, but that it would follow patterns in private employment and would probably be based on developments in collective bargaining. At this stage, the Canada Department of Labour is taking a cautious stand, while awaiting the findings of its own and other studies.

Laws can be amended, and the initial negative reaction from the unions may be modified if the four-day, 40-hour week proves a likely vehicle for reducing weekly hours. Most labour experts don't expect the nine- or ten-hour day to last long. Shifting work patterns is simply a prelude to shortened hours. In the words of one unionist. "It's easier to work first for four days without reducing hours than to hit the companies with it all at once."

One may assume that, although the four-day week has been associated with compressed rather than fewer weekly hours, in the long run it will be shorter in hours as well. "It's still too early to tell how far the trend will develop," admitted Hardie. "Conclusions can't be reached on the limited experience we've had with the innovation. There's bound to be a reduction in people's working lives, but it won't necessarily come about through shorter hours. Industry as a whole might opt for other alternatives such as longer vacations or earlier retirements."

According to Carleton University economist T. N. Brewis, Canada is far behind a number of other countries in length of vacations. Britons who have been in the civil service a few years are entitled to six weeks annual leave; Canadian public servants are entitled to only three. Many Frenchmen get a month off every year, and Scandinavians apparently work less than Canadians.

Earlier retirement is a popular subject of discussion these days. The Public Service Superannuation Act was amended last June to provide for retirement at 55 years. Dr. Brewis believes that many people would welcome an opportunity, at 60 anyway, to go on working at something they're particularly interested in, and accept half pay rather than retire fully and go on pension. Such an



arrangement, at age 55 or 60, would give the older person a chance to develop his interests, to do better work because he wouldn't be under so much pressure, and also to provide the employer with the financial resources to bring in more younger people.

Ed Walker, an economist with the Canada Department of Labour, expects more emphasis to be given to sabbatical leave in future. The issue has been brought up in collective bargaining, but is rare.

A number of prominent social scientists argue that, with the workforce growing each year, and with more and more jobs becoming mechanized, the shorter workweek is an economic and social necessity. Québec, for instance, reduced the maximum number of work hours in 1933 in order to create more jobs, but later raised it when the depression was over. This sort of thing has been practised elsewhere, too.

As a normal development, when the economy is in trouble, unions generally take up the issue of shorter hours—in part a plea for sharing what work is available. For the most part, these efforts have failed, undoubtedly because few companies are prepared to continue offering the same pay; and workers are hesitant to accept a reduction in work if it means a smaller pay cheque. The latter also appear reluctant to limit their demands for higher wages, still a principal issue in collective bargaining.

It is simple to assume that, if we all worked less and were satisfied with smaller wage hikes or none at all, there would be work for everyone. The fact is that, in many places, the full productive capacities of those now at work are not being used. Reduction in weekly work hours must therefore depend on growth in productivity, either human or mechanical. According to the U.S. Bureau of Labour Statistics, productivity gains have lagged in recent years, with the annual rate of increase in output per man-hour averaging only 2.1 per cent from 1966 to 1970, in contrast to 3 per cent for the preceding 20 years. But an average gain of approximately 3 per cent a year is predicted for the 1970s. Statistics Canada reports that Canadian workers have done better. Productivity gains averaged 3.5 per cent from 1966 to 1970 and predictions are for a continuing increase of between 3 and 4 per cent during the next decade.



Workers will continue to be faced with the choice between more goods or more leisure. Productivity gains may be passed on to them in the form of higher wages rather than shorter hours. It is hoped in many places that this will occur with less frequency in future, because of our seemingly chronic inflation and unemployment problems. One argument raised against the four-



companies sufficiently representative to indicate whether such a scheme is feasible on a national scale. Moreover, **the emphasis now is on work schedules designed to fit the technological and other requirements of an individual firm, and the needs and preferences of its employees. Rationalization rather than standardization is the guideline.** The fact remains, however, that some powerful unions are already pushing for a four-day, 32-hour week by 1974; and that in time may bring on a three-day week, and so on. U.S. economist Kenneth E. Wheeler has warned big business to pay heed, "because the conversion is neither simple nor easy, and the time to think about it is now." The larger the company, the more prior planning is required. Wheeler believes that employees too must be involved in this planning. "They must feel it is their program, too, or it isn't likely to work."

Even the small company that plans its moves carefully can realize gains that will advance its growth for many years to come. "The far-sighted management that has laid the groundwork for conversion (to some variation of the shorter week) will stand in a superior position," Wheeler said. "If the unions come to the point where they force the four-day week down the throat of a company that is unprepared for it, the natural result will be panic and probably financial loss."

But management that is thinking of modernizing its workweek pattern should think about modernizing its style as well. "A majority of managers candidly admit that plant and clerical labour operate at less than 60 per cent of their potential," said Wheeler. "Worse still is the fact that management has accepted this low productivity as a style of life."

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day week—that productivity cannot be sustained in the long run, let alone increased—cannot be answered definitively on the basis of available experience.

On the basis of numbers alone, the workers and firms involved in the four-day experiment are too few to assert that a major change is in the making. Nor are the



# Human relations and labour relations



**"The human aspect of North American labour relations" was the theme of a seminar held in Montreal for the labour ministers of Canada by the Québec Department of Labour and Manpower in November 1971.** Bryce Mackasey, Minister of the Canada Department of Labour, participated as did the ministers of labour of Alberta, British Columbia, Manitoba, New Brunswick, Ontario, representatives from Saskatchewan and Prince Edward Island, and the host, Jean Cournoyer, Minister of Labour and Manpower of Québec. Except for federal conferences, this was the first time the ministers of labour of Canada met in this fashion and participated in a seminar on human relations and labour relations in the particular context of North American society.

On the first day, a series of talks was delivered; on the following day, in private talks, the participating ministers received additional information on the organization of labour in Québec—in the particular sectors of construction and the public service. On the third day, the ministers were invited to the opening of the Future Fair (Salon du Futur), an exhibition on the future.

A few minutes before the opening of the discussions, delegations from the Confederation of National Trade Unions and the Québec Federation of Labour, which had been invited, announced their withdrawal from the seminar and their refusal to participate in it. "The events of the past few days," they stated, "like the changing pattern of the major labour disputes that have erupted in the past few months, clearly show that there is collusion between the financial powers and the political powers. In such a context, the human aspect of labour relations takes a back seat." After having met the Québec Minister of Labour and Manpower to inform him of their decision, the presidents of both groups left the seminar room at the Château Champlain and never came back.

The program for the first day included a series of talks by: Fernand Morin, Chairman of the Québec Labour and Manpower Advisory Board; H. Carl Goldenberg, Special Adviser to the Prime Minister on constitutional matters, and one of Canada's leading authorities in the field of labour-management relations; Jean-Paul Geoffroy, Chief Justice of the Québec Labour Court; and economist John Kenneth Galbraith.

Morin, the first to speak, wondered if it was necessary to rewrite the Québec Labour Code, and, if so, to what extent it would have to be amended. "The state inter-

vention in favour of the worker," he acknowledged, "follows closely the tempo of the industrialization of society. The main dates of labour legislation coincide, with a delay of some 10 years, with the major steps of our economic development." In his opinion, the present Labour Code is outdated at least on the four following points: the restrictive definition of the worker; the company as being the exclusive basis of administration; the protective measures of the exercise of the right of association; and finally, the special system of municipal policemen. To succeed in adapting labour legislation to social reality, said Morin, a minister of labour and his immediate assistants must rely on two different but essential sources: a constantly vigilant research service, and an efficient consultation mechanism. "In short," he concluded, "what we are seeking is to be able to prepare labour legislation characterized not by the quantitative weight of its provisions, but by its social, economic, legal and administrative soundness."

**Goldenberg, who has since been appointed to the Senate, insisted on the importance of the human element in labour relations.** In his opinion, "Labour relations are essentially human relations, and the solution of the disputes that occur occasionally could not rest exclusively on the use of legal interventions." Regarding the changes brought by technology, Goldenberg advocated, for instance, the acknowledgement of this human element, which is the desire and need for security of the worker to assure greater co-operation between the parties concerned when technological change is introduced.

Dealing with the matter of labour disputes, the speaker was of the opinion that the principle of compulsory arbitration should apply in any sector where the health,





safety or welfare of the population is threatened by the action of organized groups, whether they be trade unions, business organizations or professional associations. It is incumbent upon the state, he asserted, "to use compulsion. **When the parties in dispute ignore public interest, the state must intervene to protect it by taking such action as the situation requires.**"

Goldenberg, however, stated his opposition to the suggestion that all disputes be submitted to compulsory arbitration: "This would be equal to completely negating the right to strike and would be incompatible with our democratic system; and it is not at all certain that all strikes could be eliminated through compulsory arbitration. Finally, commenting on the question of a revision of the Labour Code, Goldenberg asserted: "Because our legislation on labour relations governs the facts of industrial life, it should be reviewed periodically in the light of experience and changing situations."

Geoffroy outlined five areas where disputes arise in labour-management relations. "Each time," he insisted, "beyond the apparent motives, values or claims based on a humanist conception of man were at stake." Referring to the importance of communications, he emphasized: "The well-understood role of the authority and conduct that is more in accordance with the regulations of professional ethics; the need for the union to broaden its vertical structure at the top to include some management representatives; the need for the union to accept a role and more concrete responsibilities in the life of the company; and, finally, the need for the employer, as well as for the employee, to adjust to new conditions, and to comply with the pressing requirements forced upon society and industry by constant and perpetual change. These points," he maintained, "are the main features of labour disputes that follow classical patterns, while at the same time challenging those patterns."

**Economist John Kenneth Galbraith commented on the most recent developments following upon the economic policy of the United States—namely, the effects of the action taken on August 15, 1971, concerning the price and wage freeze.** In Galbraith's opinion, the story "begins much farther back than we can imagine—in 1930 to be exact—at the time of the major changes of those years, which brought about the industrial revolution." It was common then, stated the speaker, to let the opposing forces fight it out. In 1971, there was a significant shift. In the United States, it had been found that the system of voluntary restraints was of little use; it was then decided to impose a price and wage freeze as a measure designed to stop the growing spiral of market conditions in the state of the American economy. "These measures," he concluded, "have not, up until

now, given all the results anticipated. As was to be expected, economists had mixed reactions that, to this day, have not changed. Corporations and unions have set up processes that resist political and fiscal pressures. In short, unemployment and prices continue to rise and . . . elections are expected within one year and three months."

During a question-and-answer period, Québec Minister of Labour and Manpower Morin expressed his views on technological change: "If technological changes must be made, they must be made and we want to make them," he stated vigorously. The Minister acknowledged that change was unsuitable. He added: **"What I ask, as Minister of Labour, is that changes be so as to guarantee individuals the most humane treatment that can possibly be granted to them. What I want is to ensure the protection of individuals, while protecting, at the same time, those undertakings that employ them. This does not seem impossible to me."**

Asked to draw some conclusions from the meeting, Canada Department of Labour Minister Bryce Mackasey stated "that it was impossible to carry out labour relations without at the same time being concerned with the impact of human relations." He added: "Moreover, if you are not interested in your fellow men, if you do not know how to communicate, you have no business in labour relations." He acknowledged, for instance, that a prosperous employer in Canada is generally an employer who understands his employees. "And," he said, "the ultimate test of this understanding and this true humanism is found at the bargaining table."

In Canada, Mackasey pointed out, there was no labour legislation before 1944. The Industrial Relations and Disputes Investigation Act was passed in 1948, and this piece of legislation maintained the labour relations system to which wartime had accustomed us. Times have changed, however, and this strict application of collective agreements—forever sealed once they are signed—no longer corresponds to the requirements of a different era. Referring to the provisions of Bill C-253, the Minister said, "The company has a moral and a legal obligation to include technological changes in its collective agreement systems." The Minister reiterated his intention of pushing the action he has undertaken as far as possible: **"I have no intention", he continued, "of withdrawing this Bill; but I intend to explain its scope in the light of the representations that will be made to me. We shall then be able to use the benefits brought about by technological changes; and if, in certain instances, these changes should add to the distress and insecurity of the workers, then we shall be prepared to face their implications."**



# Labour legislation in 1970-71

## Part 2: Workmen's compensation

The workmen's compensation laws of eight provinces, the Yukon Territory, and the federal Merchant Seamen Compensation Act were amended in 1970-71, providing for higher scales of benefits and incorporating changes in procedure.

### Earnings ceiling

Almost all the amending Acts raised the maximum annual earnings on which compensation payments are based. The new ceilings are: \$7,000 in Newfoundland, New Brunswick and Nova Scotia; \$8,000 in Manitoba; \$9,000 in Ontario; \$9,000 in Québec (January 1, 1972) and \$6,000 under the Merchant Seamen Compensation Act. The previous ceilings were \$6,000, \$6,600, \$7,000, \$6,000 and \$5,000.

As in British Columbia (where the formula proposed by Mr. Justice Tysoe was put into effect in 1965), the Newfoundland Legislature adopted a formula that allows the Board periodically to increase the ceiling on annual earnings. The ceiling may be increased by \$1,000, effective from the beginning of the succeeding calendar year, when the Board's records for time-loss compensation in a calendar year show that not less than 20 per cent of claimants were earning more than \$1,000 in excess of the existing maximum, and not less than 45 per cent were earning more than the maximum.

The first such increase in British Columbia, raising the ceiling from \$6,600 to \$7,600, went into effect on January 1, 1971.

### Disability benefits

Higher minimum payments for total disability were established by the Legislatures in Newfoundland and Saskatchewan and, as a result of the rise in the Consumer Price Index in 1970, in British Columbia. The new minimums, including those under the Merchant Seamen Compensation Act, are as follows:

|                                  | Permanent total disability         | Temporary total disability          |
|----------------------------------|------------------------------------|-------------------------------------|
| British Columbia                 | \$168.92 a month                   | \$36.57 a week or earnings, if less |
| Merchant Seamen Compensation Act | \$35 a week or earnings, if less   | \$35 a week or earnings, if less    |
| Newfoundland                     | \$130 a month or earnings, if less | \$30 a week or earnings, if less    |
| Saskatchewan                     | \$40 a week                        | \$40 a week or earnings, if less    |



The Nova Scotia Act was amended to state that a permanent disability pension is to be paid for the full month in which a workman dies.

In Saskatchewan, disability pensions payable in respect of past accidents were increased. Effective April 1, 1971, permanent total and permanent partial disability pensions, payment of which commenced between April 1, 1948 and January 1, 1969 were increased by a specified percentage, varying with the date of the commencement of the compensation according to the following table:

| Date of commencement                        | Increase   |
|---|------------|
| April 1, 1948, but before January 1, 1953   | 9 per cent |
| January 1, 1953, but before January 1, 1958 | 7 " "      |
| January 1, 1958, but before January 1, 1963 | 5 " "      |
| January 1, 1963, but before January 1, 1969 | 3 " "      |

### Definition of accident

The Merchant Seamen Compensation Act was amended to enable compensation to be paid to a seaman who suffers disablement arising out of and in the course of his employment, otherwise than as a result of an accident. Thus, any work-caused disability is to be deemed an accident, and the accident is deemed to have occurred on the day the disablement first became known to the employer.

### Recurrence of disability

**Newfoundland now provides payment for recurrence of disability based on current earnings, as do all other provinces.** This constitutes a more beneficial basis upon which to compute the entitlement of an injured workman who returns to work and thereafter becomes entitled to compensation for temporary total, or temporary partial disability because of the recurrence of a disability more than three years after the original accident. Payments are to be based on average weekly earnings during the 12 months (or lesser period of employment) preceding the recurrence of the disability, if these earnings are greater than earnings prior to the original accident.

### Dependants' allowances

**In British Columbia and Québec, where compensation payments are tied to the Consumer Price Index, widows' pensions and children's allowances rose by 2 per cent, effective January 1, 1971.**

Widows' monthly pensions were increased also in seven jurisdictions: Newfoundland, from \$100 to \$120; Nova Scotia, from \$100 to \$115; Ontario, from \$125 to \$175;

Prince Edward Island, from \$75 to \$100; Saskatchewan, from \$115 to \$127.50; and the Merchant Seamen Compensation Act, from \$75 to \$100. The Québec widow with one child receives \$175; with two children, \$210; with more than two children, \$245 (previously \$135, \$175, \$205).

Children's monthly allowances were raised by \$5 in Newfoundland to \$40 for a child with one parent, and to \$50 for an orphan; by \$10 in Ontario, to \$60 and \$70; and by \$10 in the Merchant Seamen Compensation Act, to \$35 and \$45. The increases apply to all existing pensions, regardless of the date of the accident.

The maximum burial allowance under the Merchant Seamen Compensation Act was increased from \$300 to \$400. Under an amendment to the federal Act, benefits



(including death, minimum disability, and earnings ceiling) may be increased by order in council, subject to the limitation that payments are not to exceed the highest equivalent amount payable under the Acts of New Brunswick, Newfoundland, Nova Scotia or Prince Edward Island.

In Alberta, as the result of the new Age of Majority Act, the allowance payable on the death of a workman to his children under 16 may now be continued at the discretion of the Board, when the child is attending school, only to the age of 18 (rather than 21). Allowances payable under this provision before the Age of Majority Act was proclaimed (July 1, 1971) are not affected.

In two provinces, the statutory limit on the total monthly compensation payable to dependants was removed. Previously, in Saskatchewan, compensation could not exceed the amount of the workman's average earnings, subject to a minimum payment to the dependent widow and children. The statutory maximum in Newfoundland was \$375 a month (75 per cent of the wage ceiling). The widow and children will now receive the monthly amount specified for each, with no statutory restriction. The limit on total compensation in Ontario was raised from \$275 to \$335 a month. In Québec, disability compensation added to that payable under the Québec Pension Plan together must not exceed the earnings ceiling.

### Common-law wife

**Nova Scotia became the seventh province (after Alberta, British Columbia, Manitoba, Newfoundland, Ontario and Saskatchewan) in which a common-law wife may receive benefits under conditions laid down in the Act.** The "widow" now includes a woman who is wholly or partly dependent upon the earnings of the workman who has lived with him as his wife for six continuous years immediately before his death, or for 12 continuous months if the woman and the workman had a child. Where the workman leaves a widow, the pension for the common-law wife may be reduced at the discretion of the Board.

### Suspension or withholding of benefits

In Saskatchewan, the power of the Board to divert children's allowances from the widow to another person for the benefit of the children in the case of neglect has been extended to include cases where children are abandoned. A new provision authorizes the Board to suspend, for such time as it deems advisable, or to dis-

continue, the compensation awarded to a widow or common-law wife of a deceased workman, when, in the Board's opinion, she is living and cohabiting with a man to whom she is not legally married.

Under the Merchant Seamen Compensation Act, the Board may discontinue, suspend or divert in whole or in part to, or for the benefit of, any other dependant, the compensation paid to a widow who is living with a man as his wife without being married to him. An amendment deletes the previous inclusion of "common prostitute."

A new provision in the Yukon Ordinance provides that, where a person who has been committed to imprisonment becomes entitled to workmen's compensation payments because of a work release program or other circumstances, the Commissioner may direct that, during the term of imprisonment, the payments be made to dependants or to the Territory.

### Medical aid

**In Nova Scotia, the helplessness allowance payable where a workman requires treatment, services or attendance because of permanent total disability is now a flat \$100 a month instead of the previous discretionary \$60.** In addition, if the allowance is inadequate, the Board may supply the services required.

The maximum clothing allowance to compensate injured workmen for repair or replacement of clothing worn or damaged owing to the wearing of a prosthetic device is now \$100 for all cases covered. The coverage was extended to quadriplegics and those confined to wheel chairs. Previously the allowance was not to exceed \$50 a year in respect of an upper-limb prosthesis, and \$100 in respect of a lower-limb prosthesis.

Saskatchewan also increased the amount of the clothing allowance for limb amputees. Where the Board has provided an artificial limb, it may in its discretion pay, in any one year, as additional compensation, a clothing allowance of \$110 in the case of a lower-limb amputation and \$50 in the case of an upper-limb (\$96 and \$42 since 1965).

The clause in the Saskatchewan Act providing for replacement and repair by the Board of broken dentures, eye glasses or artificial limbs was contingent upon an accident in which the workman received an injury requir-





ing medical attention for which the Board accepted responsibility. Now such repair and replacement is effective when the breakage is occasioned by an accident in the course of the workman's employment.

#### **Medical reviews**

In Saskatchewan, provision was made for Medical Review Panels to review cases contested on medical grounds. A workman could previously request an examination by a specialist whom he chose from a list of three furnished by the Board. Now, the workman may request the Board to make provision for his examination by a **Medical Review Panel** at Regina or Saskatoon, as specified in his request. The Panel is to consist of a permanent chairman and two specialists chosen by the workman. The chairman of the Panel must be a duly qualified general medical practitioner, resident of Regina or Saskatoon as the case may be. He is to be appointed by the Board, in consultation with the Saskatchewan Medical Association, for a three-year term, and he may be reappointed.

The Board furnishes the workman with a list of all physicians and surgeons who practise at the place specified in his request, and who are specialists in the class of injury or ailment in respect of which the workman has claimed compensation. The workman selects two specialists from the list and promptly advises the Board, in writing, of his choice. The decision of the majority is the decision of the Panel and is binding upon the Board and the workman.

**The Newfoundland Board's authority to constitute a committee of medical referees is no longer subject to the approval of the Lieutenant-Governor in Council.**

The amendment provides that a workman suffering from an industrial disease, or the personal representatives of a deceased workman, may, by written request, have his claim referred to a committee of medical referees. Such request must be made within 90 days after the Board's medical decision (unless, in the opinion of the Board, exceptional circumstances warrant such longer period as the Board may prescribe.)

The committee consists of three medical practitioners, recognized as specialists in the disease in question, appointed from a list prepared by the Board for each claim. One member is selected by the workman within

14 days after the Board's notice, one by the Board, and the chairman by agreement of the other two members. If the workman or both members fail to make a choice, the Minister of Labour makes the appointment.

### **Industrial diseases**

In Newfoundland, a new section was inserted into the Act authorizing the Board to make agreements providing for cost sharing on silicosis claims, where the exposure to silica dust occurred elsewhere in Canada, in proportion to the exposure or estimated amount of exposure, under the following conditions:

- the workman has been exposed to dust containing silica dust in Canada for a period or periods aggregating two years preceding his disablement, or for any lesser period, if he was not exposed to such dust anywhere except in Canada;
- the workman was free from tuberculosis and silicosis before first being exposed to silica dust in Canada; and
- disability or death is due to silicosis resulting from exposure as a workman to silica dust in Canada. A similar provision was added to the Yukon Territory Ordinance.

### **Accidents occurring outside the province, and reciprocal agreements**

**The Manitoba Act was amended also to provide for agreements with other jurisdictions, but the provision is of a more general nature than those dealing specifically with silicosis in Newfoundland and the Yukon Territory.** The Board may (with the approval of the Lieutenant-Governor in Council) enter into agreements with Canada, or with the appropriate authority in any other province or territory in Canada, providing for co-operation in all matters relating to compensation for and rehabilitation of workmen disabled by accident or disease arising out of and in the course of their employment.

A Saskatchewan amendment provides that, subject to an agreement entered into between the provincial Boards concerned, a workman who is a resident of, or whose usual place of employment is in Saskatchewan, and whose employment is of such a nature that it must be performed both within and outside Saskatchewan, is entitled to compensation under the Act when injured outside the province.

Nova Scotia removed the six-months restriction previously in effect, so that injured workmen are covered even if they are outside the province for more than six months. The amendment is of particular benefit to fishermen.

### **Third-party actions, and right of action**

A Nova Scotia amendment provided that, contrary to the usual rule that court action against an employer in an industry under the Act is precluded, a workman injured as a result of a motor vehicle accident may now sue the person responsible for the injury, even if he is an employer covered by the Act, or the employee of such an employer.

The Saskatchewan Act denies right of action by a workman against an employer in Schedule 1, as do most other provincial Acts. If, however, the Board is satisfied that a workman of an employer in any class in Schedule 1 is injured or killed owing to the negligence of an employer or a workman of an employer in another class in Schedule 1, the compensation awarded in that case is charged in whole or in part against the class to which the last-mentioned employer belongs, as the Board may determine.

The amendment authorizes the Board to enter the charging of the compensation in the individual accident cost record of the last mentioned employer. The record may be established and kept by the Board in such manner as it deems advisable.

### **Safety and first aid**

The Saskatchewan Board may now (as in Alberta and British Columbia) assess and levy an added percentage upon an employer who has not complied with the first-aid regulations.

### **Rehabilitation**

The Manitoba Board is authorized to take such measures and make such expenditures from the accident



fund as it deems necessary or expedient to aid in getting injured workmen back to work and to assist in reducing or removing any handicap resulting from their injuries.

### **Accident prevention**

In Saskatchewan, the power of the Board to order the installation of safety devices is extended to cover persons authorized by it for the purpose. The employer must be notified immediately the order is made, and if he fails to comply, such authorized person may order the place of employment to close down.

### **Coverage**

In Manitoba, a person who is enrolled in an occupational education course offered by the government or by a school district, division or area under the Public Schools Act, and who performs work as part of the course, is eligible for workmen's compensation. Such a person is deemed to be employed by the Government. If injured, his compensation is to be calculated:

— in respect of temporary disability, as though he were steadily employed at the prevailing minimum wage rate; and

— in respect of permanent disability, as though he were steadily employed at the maximum yearly earnings permitted for purposes of the Act.

In Saskatchewan, compensation coverage for the individual farmer and his workers is to be made available on a voluntary basis, and many new industries and occupations were brought under the Act.

**Québec, in line with its intention of bringing all industries except agriculture and domestic service within the scope of the Act by October 1, 1971, included a large group of new industries.**

### **Duties of employers**

In Saskatchewan, an amendment provides that more specific statements must now be made by employers and municipal officials required to notify the Board when building permits are issued.

Part 1: Apprenticeship and Tradesmen's Qualification appeared in the February issue of The Labour Gazette and further sections will appear in the April issue.



# Price indexes

## Consumer, November

**The consumer price index (1961 = 100) increased 0.4 per cent to 135.4 in November** from 134.9 in October, and was 3.9 per cent higher than in November 1970. The level of food prices was unchanged in the latest month, and the advance in the all-items index was mainly due to increases in the housing and clothing components of 0.7 per cent and 0.5 per cent respectively. The recreation and reading index registered a gain of 0.4 per cent. The health and personal care and tobacco and alcohol components rose 0.1 per cent, and the transportation index declined 0.1 per cent.

**The food index, at 133.0, was unchanged** from its October level and was 4.3 per cent higher than in November 1970. The price level of food consumed at home declined 0.1 per cent, counter-balancing a restaurant meal price advance of 0.5 per cent. Lower prices for fruits, meats, poultry and eggs, that more than offset advances in vegetables and dairy products, contributed to the marginal decline in the price of food consumed at home. Fruit prices declined 3.5 per cent mainly because of seasonally lower quotations for apples, bananas and grapefruit; most canned and dried fruits also registered

price declines. Many fresh vegetables, including potatoes, tomatoes, celery and lettuce, recorded price increases but the overall advance in the vegetables index was 7.4 per cent as lower prices were recorded for turnips, cabbages and onions, as well as for some canned vegetables. The meat, fish and poultry index declined 0.5 per cent as beef prices dropped 0.6 per cent with lower prices for sirloin steak, blade roast and hamburg. The price of pork recorded a decline of 0.4 per cent, and was 4.6 per cent below the November 1970 level. Chicken prices decreased 3.0 per cent and egg quotations declined 1.3 per cent. Fluid milk prices remained unchanged but some other dairy products, including cheese and powdered and evaporated milk, advanced, increasing the dairy products index 0.5 per cent, and by 7.5 per cent over a 12-month period.

**The housing index advanced 0.7 per cent** to 139.6 from 138.6 and was 4.7 per cent above its level of a year ago. An increase of 0.8 per cent in the shelter index was mainly because of higher prices for new houses, homeowner repair charges and property taxes that moved the homeownership element up 1.2 per cent. Rents increased only 0.2 per cent. An increase of 0.5 per cent in the household operation index was mainly due to



higher quotations for fuel oil in a number of cities from Montreal to Victoria. There were some increases recorded in the price of furniture, hardware, kitchenware and bed sheets. Household supplies' prices were unchanged as lower quotations for floor wax, soap flakes and scouring powder offset higher prices for toilet paper, food wrap and bleach. Among household service items telephone rates increased in a number of locations in Ontario and Quebec.

**The clothing index rose 0.5 per cent** to 131.0 from 130.3 and was 2.0 per cent higher than a year ago. An increase of 0.8 per cent in men's wear was due mainly to higher prices for overcoats and sports shirts. The women's wear index rose 0.3 per cent with price increases for winter cloth coats, sweaters, suits and undergarments. There was an increase of 1.3 per cent in the children's wear component, and of 0.8 per cent in the footwear index.

**The transportation index declined 0.1 per cent** to 131.0 from 131.1, and was 4.1 per cent above its level of November 1970. New car prices advanced about 3 per cent. Among other automotive items, scattered price increases were recorded for gasoline and motor oil, and minor advances were registered for fender replacement and brake relining charges. Inter-city travel fares declined 0.9 per cent as a seasonal decline in the train fare index outweighed higher air fares to points in the United States.

**The health and personal care index rose 0.1 per cent** to 143.8 from 143.6, and was 2.1 per cent higher than a year ago. An advance of 0.5 per cent in the personal care component slightly outweighed the effect of scattered price declines for a number of pharmaceuticals including prescriptions, vitamins, antiseptics and headache tablets. Among personal care services, women's hairdressing charges rose in several cities and there was a marginal increase in the price of men's haircuts. There were mixed movements among supply items as price increases for toilet soap and razor blades outweighed decreases for toothbrushes, toothpaste and shaving cream.

**The recreation and reading index rose 0.4 per cent** to 136.8 from 136.3, reflecting increases of 0.4 per cent for both the reading and the recreation components. Higher newspaper subscription rates in some cities were responsible for the rise in reading prices and among recreational items, ice skates, hockey sticks and camera

film (including processing) showed generally upward price movements. The recreation and reading index was 2.3 per cent above its November 1970 level.

**The tobacco and alcohol index rose 0.1 per cent** to 129.7 from 129.6 as a result of higher cigarette and tobacco prices in some cities. It was 2.6 per cent higher than a year ago.

Consumer price index items when classified by commodities and services offer another view of the incidence of the change in prices. In the latest month, the total commodities index rose 0.2 per cent, as non-durables excluding food advanced 0.5 per cent and durables edged up 0.1 per cent. Higher prices for clothing, fuel oil, newspapers and sports equipment contributed to the advance in the index for non-durables excluding



food, while durables rose in response to increased prices for furniture and household utensils and equipment. An advance of 0.5 per cent in the services index resulted from increased shelter charges together with higher telephone rates, theatre admissions and hairdressing prices.

### **City consumer, November**

**The consumer price index (1961=100)** increased in 10 regional cities and city combinations, declined in one and remained unchanged in one. The movements ranged from an increase of 0.9 per cent in Québec City to a decline of 0.1 per cent in Saint John, N.B. Food indexes increased in all cities except St. John's, Nfld. and Saint John, N.B. The housing components rose in ten cities reflecting slightly higher rents and increased prices for many home furnishing items. The clothing indexes recorded increases in nine cities, mainly because of price advances associated with new winter lines. The remaining components registered mixed movements across the country.

Regional consumer price index changes between October and November were: (on base 1961=100) St. John's unchanged; Halifax +0.4 to 127.4; Saint John -0.1 to 126.0; Montreal +0.8 to 127.7; Ottawa +0.5 to 132.3; Toronto +0.2 to 130.5; Winnipeg +0.7 to 130.0; Saskatoon-Regina +0.6 to 124.9; Edmonton-Calgary +0.8 to 129.9; Vancouver +0.5 to 128.7; (on base 1969=100) Québec City +0.9; Thunder Bay +0.1 to 104.9.

### **Wholesale, November**

**The general wholesale index (1935-39=100)** advanced **0.7 per cent** in November to 293.2 from 291.2 in October. It was higher than the November 1970 index of 283.9. Five of the eight major group indexes were higher, two declined and one was unchanged.

The wood products group index rose 1.6 per cent to 408.0 in November from 401.1 in October on higher prices for newsprint, cedar and fir. An advance of 1.4 per cent to 336.0 from 331.5 in the animal products group index reflected price increases for livestock, fishery products, milk and its products, fresh meat and eggs. Higher prices for tobacco, sugar and its products, and livestock and poultry feeds were the principle items responsible for an increase of 0.5 per cent to 232.8 from 231.7 in the vegetable products group index. The textile

products group index moved up 0.4 per cent to 264.6 from 263.6 on higher prices for cotton fabrics, raw cotton and cotton yarns. An increase of 0.3 per cent to 319.7 from 318.8 occurred in the iron products group index. The chemical products group index declined 0.6 per cent to 238.2 from 239.7 on lower prices for soaps and detergents, and organic chemicals. A decline of 0.6 per cent to 257.6 from 259.1 in the non-ferrous metal products group index was due to lower prices for export sales of refined copper.

### **U.S. consumer, November**

**The United States consumer price index (1967=100)** rose **0.2 per cent** in November, both before and after allowance for normal seasonal changes. The index rose to 122.6 from 122.4 in October and was 3.5 per cent higher than a year ago.

For the three-month period of September-November, the best for measuring the effects of the freeze, which lasted from August 15 to November 13, consumer prices rose at an annual rate of 1.7 per cent, for less than the 4.1 per cent figure of the preceding half year. Among the items whose prices rose in November were fresh vegetables, some women's clothing, local property taxes, gas rates and homes. Most price data in November were collected before the end of the freeze November 13, but some were collected after that date. The Bureau of Labour Statistics made elaborate checks on thousands of prices in an effort to measure the effects of the freeze. Out of 98,000 individual quotations, the great majority did not change, and only 11 per cent increased. Many of these were exempt food items. Of all non-food commodities, only 6.7 per cent showed an increase in price in November over October. For services, the figure was 1.8 per cent.

The November report disclosed these effects of the freeze: the index for restaurant meals and snacks showed an increase of two-tenths of 1 per cent, the smallest rise this year; the index for medical care services, which includes essentially all of medical care except drugs, rose by one-tenth of 1 per cent, the smallest for a month in six years.



## Labour organizations in Canada, 1971



At the beginning of 1971, labour unions reported a total of 2,210,554 members in Canada, an increase of 1.7 per cent over the 1970 figure. During the same period, the number of non-agricultural paid workers in Canada increased by 2.7 per cent and the entire labour force by 4.4 per cent. Thus union members in 1971 comprised 33.3 per cent of the non-agricultural paid workers and 26.5 per cent of the total civilian labour force. The 1970 percentages were 33.6 and 27.2 respectively, reports **Labour Organizations in Canada, 1971**, an annual publication of the Canada Department of Labour.

In general, the distribution of union membership in 1971 was not substantially different from that of the previous year; the coverage of the survey also remained unchanged.

Canadian Labour Congress affiliates, with 1,654,147 members reported, accounted for 74.8 per cent of total union membership in Canada. This compares with 75.1 per cent in 1970. Of the 1971 total in CLC affiliates, 1,147,441 members were in unions that were also affiliated with the American Federation of Labor and Congress of Industrial Organizations in the United States. Membership of unions affiliated with the Canadian Labour Congress but not holding affiliation with the AFL-CIO totalled 506,706 or 22.9 per cent of the total.

Another 9.6 per cent of total membership of unions in Canada, 212,065 members, belonged to federations affil-

iated with the Québec-based Confederation of National Trade Unions, and 15.6 per cent were in various unaffiliated international and national unions and independent local organizations.

Although the membership of the CLC and the CNTU increased by 21,894 and 4,693 respectively over 1970, the distribution of union membership by affiliation in 1971 showed no substantial change. Within the CLC there was some change from 1970 in the percentage relationship between members of unions affiliated only with the CLC and the number in affiliates of both the AFL-CIO and the CLC. This was brought about largely by a change in the relationship with the AFL-CIO of one international union. The International Chemical Workers Union had been expelled from the AFL-CIO in 1969 on becoming affiliated with the Alliance for Labour Action, a group formed in the United States by the Auto Workers and the Teamsters. Accordingly, the Chemical Workers was shown in the 1970 directory as affiliated with the CLC only. In March 1971, however, this union was reinstated in the AFL-CIO and appears, therefore, in the 1971 directory as affiliated with both the AFL-CIO and the CLC.

International unions with headquarters in the United States accounted for 62.0 per cent of the total 1971 membership, compared with 62.5 per cent in 1970; na-

tional and regional unions, which charter locals in Canada only, made up 34.9 per cent of the 1971 total (34.6 per cent in 1970). Independent local organizations and local unions chartered by the two central labour congresses, the CLC and the CNTU, accounted for the remaining 3.1 per cent of the membership; in 1970 the percentage was 2.8. Although 65 national and regional unions were recorded in 1971, one more than in the previous year, the number of their locals and their membership showed substantial increases.

In 1971, there were 20 unions (compared with 19 in 1970) reporting membership of 30,000 or more. Nine unions reported 50,000 or more members and these accounted for 37.0 per cent of the total. **The largest union in terms of membership in Canada was again the United Steelworkers (AFL-CIO/CLC) with 156,000 members** reported for 1971. Next in size were two national affiliates of the CLC: The Canadian Union of Public Employees, with 138,088 members reported, and the Public Service Alliance of Canada with 121,571. A list of these nine unions ranged in order of membership reported in 1971 and their relative rankings in the previous year is shown in the accompanying table.

Discussion of labour union mergers has been considerable in recent years in Canada and the United States and in the past five years there have been 17 mergers affecting 30 unions operating in Canada. Two such mergers have come to the attention of the Department since the publication of the 1970 edition of **Labour Organizations in Canada**, one affecting a national union and the other an international union operating in Canada. The 2,000-member Association of Radio and Television Employees of Canada (CLC), known as ARTEC, voted in June 1971 to merge with the Canadian Union of Public Employees, also a CLC affiliate. The United Stone and Allied Products Workers (AFL-CIO/CLC), in a move to eliminate overlapping jurisdiction, voted to merge with the United Steelworkers of America (AFL-CIO/CLC), effective January 1, 1971; the Stoneworkers had approximately 300 members in Canada.

Two international unions, each with one local in Ontario, have ceased operations in Canada. These are the International Alliance of Bill Posters, Billers and Distributors of the United States and Canada (AFL-CIO), which reported 11 members in Canada in 1970, and the Coopers' International Union of North America (AFL-CIO/CLC), which reported 200 members in Canada at the time of the 1970 survey.

Three unions changed their names during the year. The International Brotherhood of Operative Potters (AFL-CIO/CLC) became the International Brotherhood of Pottery and Allied Workers. The American Newspaper Guild (AFL-CIO/CLC) has deleted the word "American" from its title to reflect its international composition. And the Post Office Component of the Public Service Alliance of Canada is now known as the Postal-Communications Component, having membership in both the Post Office and the Department of Communications. The Institutional Employees' Union, formerly categorized as an independent local organization and listed in Part II of the directory, is listed in this edition in Part I among the national and international unions.

As noted earlier, the survey coverage has not changed between 1970 and 1971. The Department is aware, however, that a number of organizations concerned with occupational or professional standards now engage in some form of collective bargaining, negotiation or consultation on wages and conditions of employment. The question of their inclusion or exclusion in subsequent reports is under consideration.

| Relative Position in 1971 |   | 1971 Member-ship | Relative Position in 1970 |
|---------------------------|---|------------------|---------------------------|
| 1                         | United Steelworkers of America (AFL-CIO/CLC)  | 156,000          | 1                         |
| 2                         | Canadian Union of Public Employees (CLC)  | 138,088          | 2                         |
| 3                         | Public Service Alliance of Canada (CLC)   | 121,571          | 3                         |
| 4                         | International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) | 111,219          | 4                         |
| 5                         | United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC)                                 | 74,645           | 5                         |
| 6                         | International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)        | 58,918           | 6                         |
| 7                         | International Brotherhood of Electrical Workers (AFL-CIO/CLC)   | 55,000           | -                         |
| 8                         | Fédération Nationale de Services, Inc. (CSN)  | 52,307           | 9                         |
| 9                         | International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)                           | 51,136           | 8                         |



# General topics

## Unemployment insurance report

A total of 129,000 initial and renewal claims for benefit were received in all UIC offices during August, a decrease of 25,000 or 16 per cent from the previous month. The current figure, however, is 23,000 or 22 per cent greater than the August 1970 claim load. The increase was spread throughout all provinces. Initial claims allowed under the provision of the new Act numbered 59,500 of which 54,800 were for regular benefit and 4,700 for special benefit. Included in the latter figure were some 1,400 claims for sickness, 2,200 for maternity and 1,100 retirement benefits.

At the end of August, claimants registered for unemployment insurance numbered 411,000, an increase of less than one per cent over the 409,000 registered at the end of July 1971 and August 1970. As the new Act continued into its second full month of operation, the proportion of claimants coming under its provision rose to 38 per cent in August from 26 per cent for the previous month. The 156,400 claimants under the new Act comprised some 150,000 for regular benefit, 2,400 for sickness and 4,000 maternity cases.

Benefit paid in August amounted to \$46.0 million, up 10 per cent from the \$41.9 million during the previous month and 11 per cent from \$41.4 million in August 1970. Effective June 27, 1971 weekly benefit rates incorporated the Supplementary Unemployment Insurance Benefit at 10 per cent, which was paid from January 3, 1971. This applies to benefit paid under provision of the old act. The increased benefit payments are reflected in the comparison of average weekly benefits amounting to \$39.53 in August, \$36.09 in July and \$34.66 in August, 1970.

## Employment review

As of November 13, there were 503,000 unemployed persons compared with 447,000 in October, and 476,000 in November 1970. The seasonally adjusted unemployment rate declined to 6.6 per cent from 6.7 per cent in October, and the unadjusted rate, representing actual unemployment as a percentage of the labour force, rose to 5.8 in November from 5.1 in October. Total employment at 8,149,000 was 102,000 below the October total of 8,251,000.

Compared with a year earlier employment in November advanced 225,000 or 2.8 per cent. The labour force, at 8,652,000 was 46,000 lower than in October, but 252,000, or 3.0 per cent, higher than in November 1970. Unemployment rose by 27,000.

**Employment.** The decrease in employment of 102,000 between October and November, was mostly seasonal. The decline occurred mainly among men 25 years of age and over, 55,000, and persons 14 to 24 years of age, 40,000.

**Seasonally adjusted employment.** The seasonally adjusted employment level decreased from 8,188,000 in October to 8,163,000 in November. British Columbia and Quebec showed declines, Ontario recorded a gain, and the other two regions showed relatively no change.

**Unemployment.** There was an increase of 56,000 in the number of unemployed persons between October and November. The actual number of unemployed men 25 and over increased by 44,000 between October and November, a rise that was slightly above average for these months. The increase for persons 14 to 24 years of age, 19,000, was usual for this time of year. Unemployment for women 25 and over decreased slightly.

**Seasonally adjusted unemployment rate.** This was 6.6 in November. Rates for persons 14 to 24 years of age and men 25 and over, showed marginal increases; the rate for women 25 and over declined.

## U.S. employment

**Unemployment in December was 4,700,000 compared with 4,800,000 in November.** The seasonally adjusted rate of unemployment was 6.1 per cent compared with 6.0 per cent in November; the actual rate of unemployment was 5.5 per cent compared with 5.7 per cent in November. The civilian labour force was 84,883,000.

## Unemployment insurance fund

During November 1971, 25,508 investigations were finalized across Canada. Of these, 9,444 were on-premises investigations and 3,430 were selective investigations to verify the fulfilment of statutory conditions. The remaining 890 formal investigations and 11,744 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,439. Prosecutions were begun in 93 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in November 1971 totalled \$59,943,126.60 compared with \$60,834,731.24 in October and \$55,101,007.15 in November 1970. **Benefits paid in November 1971 totalled \$69,449,959.46 (including \$48,478,226.00 under the new Act) compared with \$52,241,721.99 (including \$29,946,819.00 under the new Act) and \$37,583,156.82 in November 1970.** The balance in the Fund on November 30, 1971 was \$280,873,671.69 compared with \$290,380,504.55 in October 1971 and \$482,290,448.72 in November 1970.

## Gazette error

In the "News Briefs" section on p. 2 of the January 1972 Gazette, para. 3 in column 1 should have read as follows: "The price of bound volumes in Canada will be \$7.50; in other countries, the price will be \$10."

## March credits

**Labour Legislation in 1970-71**, Part 2, p. 131, was prepared by the Legislative Research Branch of the Canada Department of Labour.

**Unemployment insurance report**, p. 142, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

**Certification before the CLRB**, p. 144, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour**, p. 146, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** NFB: Cover, p. 119, 121, 122, 123, 124, 126, 128, 131, 132, 134, 136, 138, 140, 149. Public Archives of Canada: p. 114. Brian J. Given, Ottawa: p. 117.



# Certification

The Canada Labour Relations Board met for three days during December. It granted thirteen applications for certification, denied one request for review and granted in part one such request. During the month the Board received six applications for certification.

**Applications for certification granted.** General Truck Drivers and Helpers Local 31, and General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Kingsway Freightlines Limited working at and from Burnaby, B.C., Edmonton, Calgary, Medicine Hat and Lethbridge, Alta. (LG, Nov. 1971, p. 747).

Transportation-Communication Division, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (System Division No. 7), on behalf of a unit of flight crew clerks and flight pairing clerks employed in Canada by Canadian Pacific Air Lines, Limited, Vancouver International Airport, Vancouver, B.C. (LG, Nov. 1971, p. 748).

Local 9-862, Oil, Chemical and Atomic Workers International Union, on behalf of a unit of mechanics, oper-

ators and technicians employed by Westcoast Transmission Company Limited, Vancouver, B.C. at its Fort Nelson Gas Processing Plant (LG, Dec. 1971, p. 801).

Syndicat National des Employés de l'Alimentation en Gros de Québec Inc. on behalf of a unit of drivers and helpers employed by G. Gagné Transport Ltée, Ville Vanier, Que. (LG, Dec. 1971, p. 801).

Syndicat National des Employés de l'Alimentation en Gros de Québec Inc. on behalf of a unit of drivers and helpers employed by Déménagement Ste-Foy/Moving Inc., Quebec, Que. (LG, Dec. 1971, p. 801).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard the tugs Anglegarth, Dalegarth and Thorngarth, by Smit and Cory International Port Towage Limited (I. H. Mathers & Son Ltd., as agents) Halifax, N.S. (LG, Dec. 1971, p. 801).

Cartage & Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by Borisko. Brothers (Quebec) Limited, Dorval, Que. (LG, Dec. 1971, p. 801).

International Association of Machinists and Aerospace Workers on behalf of a unit of office and clerical employees of Crawley & McCracken Company Limited, Montreal, Que., employed in the performance of its catering contract with the Quebec North Shore & Labrador Railway at Sept Iles, Que. (LG, Jan., p. 41).

International Association of Machinists and Aerospace Workers on behalf of a unit of food handling employees of Crawley & McCracken Company Limited, Montreal, Que., employed in the performance of its catering contract with Quebec North Shore & Labrador Railway at Sept Iles, Que. (LG, Jan., p. 41).

Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, packers and warehousemen employed by McFalls Cartage Limited, London, Ont. (LG, Jan., p. 41).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers and mechanics employed by P. Dickson Trucking Limited, West Vancouver, B.C. (LG, Jan., p. 41).

International Longshoremen's Association, Local 1932, on behalf of a unit of longshoremen employed at the Port of Montreal by Terminus Maritime Inc., Quebec, Que. (LG, Jan., p. 42).

J. Kearns Transport Ltd. Drivers Association on behalf of a unit of drivers employed by Maccam Transport Ltd., Regina, Sask. (LG, Jan., p. 42).

**Requests for review.** The Board denied a request for review made by Poole Construction Limited, Edmonton, Alta., of the Board's Order of November 16, 1971, certifying the United Brotherhood of Carpenters And Joiners of America, Local 1325, as bargaining agent for a unit of employees employed by the company in the Northwest Territories. The Board found that only one of the 18 employees the company wished to add to the bargaining unit is covered by the Order (LG, Nov. 1971, p. 747, Feb., p. 88).

Reasons for Judgment were issued by the Board in the request for review made by the Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, concerning the Order of Certification issued to it on June 4, 1971, for a unit of bus drivers employed by Voyageur (1969) Inc., Montreal, Que. (LG, March 1971, p. 193; April 1971, p. 267; June 1971, p. 398; Aug. 1971, p. 548). The Board granted the request for inclusion of drivers subject to recall in the certified bargaining unit but denied the request for inclusion of drivers on the company's Abitibi region payroll. The Canadian Brotherhood of Rail-

way, Transport and General Workers, which represents the drivers on the Abitibi region payroll, intervened to contest the request (LG, Jan., p. 41). (Reasons for Judgment issued). (Full text in Supplement No. 8, 1971).

**Representation vote ordered.** The Board has ordered a vote in an application for certification made by the General Teamsters Local 362, and Chauffeurs, Teamsters and Helpers Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of drivers employed by MacKay's Transport Company Ltd., Lloydminster, Alta. A number of employees within the proposed unit intervened to contest the application (Returning Officer: A. E. Koppel) (LG, Dec. 1971, p. 801).

**Applications for certification received.** Grainworkers' Union Local 333, International Union of United Brewery, Flour, Cereal and Soft Drink and Distillery Workers of America, on behalf of a unit of office employees of Alberta Wheat Pool, Vancouver, B.C. (Investigating Officer: G. W. Rogers).

Tunnel and Rock Workers Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Hudson-Yukon Mining Co. Limited, Toronto, Ont. employed at its Yukon Territory operation (Investigating Officer: G. W. Rogers).

Canadian Merchant Service Guild on behalf of a unit of employees of Furness, Withy and Company Limited, St. John's, Nfld., employed aboard the tug Glenmont (Investigating Officer: R. L. Kervin).

National Association of Broadcast Employees and Technicians on behalf of a unit of production employees of CFTO-TV Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

Canadian Pacific Police Association on behalf of a unit of police officers employed by Canadian Pacific Ltd., Montreal, Que., in the company's Eastern Region (Investigating Officer: J. J. de G. Loranger).

Canadian Pacific Police Association on behalf of a unit of police officers employed by Canadian Pacific Ltd., Montreal, Que., in the company's Atlantic Region (Investigating Officer: J. J. de G. Loranger).



# Conciliation

During December the Minister of Labour appointed conciliation officers to deal with the following disputes:

Arrow Transfer Company Limited, North Vancouver, B.C.; Bekins Moving and Storage Company Limited, Vancouver, B.C.; Commercial Truck Company Limited, New Westminster, B.C.; Gill Alltrans Express Ltd., Burnaby, B.C. (formerly Gill Interprovincial Lines Ltd.); Hill Security Ltd., North Vancouver, B.C.; O.N.C. Motor Freight System, Burnaby, B.C.; Reid's Moving and Storage Co. Ltd.; Vancouver, B.C.; Soo-Security Motorways Ltd.; Burnaby, B.C.; T.I.M.E.—D.C. Inc., Burnaby, B.C.; and Van-Kam Freightways Ltd., Burnaby, B.C., and Teamster Local Unions, 31, 181, 362 and 979 (Conciliation Officer: D. H. Cameron).

Cape Breton Development Corporation (Coal Division) Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing technical employees) (Conciliation Officer: C. A. Ogen).

Cape Breton Development Corporation (Coal Division) Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 504 (representing clerical employees) (Conciliation Officer: C. A. Ogen).

British Overseas Airways Corporation, Toronto, Ont., and International Association of Machinists and Aerospace Workers (Conciliation Officer: H. A. Fisher).

Aeronaves de Mexico, S.A., (Montréal and Toronto), and International Association of Machinists and Aerospace Workers (Conciliation Officer: H. A. Fisher).

Kent Driver Services Limited, Chatham, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse).

Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont., and American Federation of Grain Millers, Local 313 (Conciliation Officer: H. A. Fisher).

Soo-Security Motorways Ltd., Winnipeg, Man., and Teamsters Local Unions 979, 990, 395 and 362 (Conciliation Officer: A. E. Koppel).

Poole Construction Limited, Edmonton, Alta. (employees employed in the Northwest Territories) and the United Brotherhood of Carpenters and Joiners of America, Local 1325 (Conciliation Officer: G. W. Rogers).

**Settlements by conciliation officers.** AirWest Airlines Limited, Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers, Local 332 (Conciliation Officer: A. A. Franklin) (L G, Feb., p. 90).

C. P. Air, Vancouver International Airport, and Hotel and Restaurant Employees' and Bartenders' International Union, Local 28 (representing cafeteria and flight kitchen employees) (Conciliation Officer: D. H. Cameron) (L G, Feb., p. 90).

Dominion Catering Company Limited, Yellowknife, N.W.T., and United Steelworkers of America (Conciliation Officer: G. W. Rogers) (L G, Feb., p. 90).

Radio Drummond Ltée, Drummondville, Qué., and the Syndicat général des communications (Section CHRD) (Conciliation Officer: M. Archambault) (L G, Jan., p. 42).

Les Déménagements Côté Ltée, Québec, Qué. and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: G. R. Doucet) (L G, Dec. 1971, p. 802).

The Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, Canadian Food and Allied Workers (Conciliation Officer: A. E. Koppel) (L G, Dec. 1971, p. 802).

Pan-American World Airways Incorporated, Toronto, Ont., and Fuel, Bus, Limousine, Petroleum Drivers & Allied Employees, Local 352; Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351; Cartage and Miscellaneous Employees, Montréal and Vicinity, Local 931, and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: H. A. Fisher) (L G, Nov. 1971, p. 749).

**Conciliation board appointed.** Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Locals 365, 1846 and 1739, International Longshoremen's Association (LG, Feb., p. 90).

**Conciliation boards fully constituted.** The Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Local 272, Canadian Brotherhood of Railway, Transport and General Workers (LG, Dec. 1971, p. 803) was fully constituted with the appointment of W. Scott Wright, Q.C. of Winnipeg as chairman. Mr. Wright was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert H. McKercher, Q.C., Saskatoon, and union nominee W. Kennedy, Winnipeg.

The Board of Conciliation and Investigation established to deal with a dispute between Trailways of Canada Limited, Willowdale, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Sept. 1971, p. 628) was fully constituted with the appointment of R. G. Geddes of Toronto as chairman. Mr. Geddes was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Herbert F. Irwin, Toronto, and union nominee Henry Weisbach, Don Mills.

The Board of Conciliation and Investigation established to deal with a dispute between Voyageur (1969) Inc., Montréal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Dec. 1971, p. 803) was fully constituted with the appointment of Roland Tremblay of St-Jean, Qué., as chairman. Mr. Tremblay was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Paul Jolin, and union nominee Bernard Boulanger, both of Montréal.

**Conciliation board reports received.** Air Canada, Montréal, Qué., and Canadian Air Line Employees' Association (LG, Feb., p. 90). (Full text appears in Supplement No. 8, 1971).

Alaska Trainship Corporation and Seafarers' International Union of Canada (LG, Jan., p. 43). (Full text appears in Supplement No. 8, 1971).

**Settlements reached before conciliation Board met.** CHLT Radio Sherbrooke Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (LG, Dec. 1971, p. 802).

CHLT Télé-7 Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (LG, Dec. 1971, p. 802).

Telegram Printing & Publishing Co. Ltd. (Radio Station CKTS-AM), Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (LG, Dec. 1971, p. 802).

**Settlements reached by conciliation board.** Canadian Broadcasting Corporation, and Service Employees International Union, Locals 183, Ottawa and 204, Toronto (LG, Nov. 1971, p. 750).

Trailways of Canada Limited, Willowdale, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (see above).

Canadian Lake Carriers Association (representing certain member companies) and Canadian Marine Officers' Union (LG, Jan., p. 44).

Atomic Energy of Canada Limited, Chalk River, and Local 404, Office and Professional Employees International Union (LG, Feb., p. 91).

**Settlements reached after board procedure.** Air Canada, Montréal, Qué., and Canadian Air Line Employees' Association (Settlement reached following the mediation assistance of G. R. Doucet and S. T. Payne) (see above).

Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (LG, Feb., p. 91).

**Dispute in which conciliation board not appointed.** Vanstor Transport Co. Ltd., Richmond Hill, Ont., and Warehousemen and Miscellaneous Drivers, Local Union 419 (LG, Jan., p. 43).

**Strike terminated.** Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (strike terminated December 9 following mediation assistance provided by A. E. Koppel) (LG, Dec. 1971, p. 803).





## Railway arbitration

Two cases were heard by the Canadian Railway Office of Arbitration on October 13, 1971. Ten were heard on November 9, 1971. Two of the grievances were allowed, nine were dismissed and discipline was reduced in one case.

**Case No. 313.** Dispute between CP Rail and the United Transportation Union over the size of a yard crew.

The company decided to reduce a three-man crew to a two-man crew, but the union said that certain moves could not be performed safely with the smaller crew. The arbitrator studied the issue and concluded that "by

the use of revised switching methods and the limitations in some cases of the number of cars handled, the work of the assignment could be performed with adequate safety." He concluded that the crew of two could perform the work safely.

**Case No. 314.** Dispute between CP Rail and the United Transportation Union over the size of a yard crew.

The company asked to reduce a three-man yard crew to two men. The union contended that safety would be impaired by the change. The arbitrator said that certain switching involved in the assignment could be done safely with two men but that the job of classifying cars on a gradient needed three men. He therefore denied the request of the company.

**Case No. 315.** Dispute between CN and the Brotherhood of Maintenance of Way Employees over the disciplining of a sectionman.

A work gang was unloading ballast and the men were told that they would have to work some overtime to complete the job. A sectionman told his supervisor that he did not want to work overtime and stopped working. There was an altercation between the two men and after an investigation, the sectionman was suspended for 90 days.

When he objected to working overtime, the grievor did not state any reasons for his objection. When the overtime work began, he objected again and went to the bus that was to carry the gang back to the yard. He stayed in the bus and on two occasions blew the horn of the bus. Later he told his supervisor that he was sick. The arbitrator said that since he was sick, he was not required to work overtime. But he added that he should have told this to his supervisor earlier. As for the alleged altercation, the grievor was said to have placed his hand on his supervisor's shoulder and squeezed. He made also some threatening remarks. This, the arbitrator said, was not an assault on the supervisor. "In my view, the grievor was subject to some minor discipline in respect to his behaviour." Although the sectionman did have a bad record, the arbitrator found the punishment "excessive." He said that a 10-day suspension would have been in order and ordered that compensation be made for other time lost.

**Case No. 316.** Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over an article in the job security agreement.

The company reduced the staff at a wharf freight office, and the union said that two months advance notice should have been given. The company had issued a directive asking for a 10 per cent reduction in clerical payroll costs and the supervisory staff at the wharf in question abolished three positions. The arbitrator said that the directive was "really to the effect that local supervision should tighten up its operations." He found that either the work load was insufficient or it was not necessary to perform the work itself. These changes have not been the "technological, operations or organization" changes contemplated by the agreement. He dismissed the grievance.

**Case No. 317.** Dispute between CP Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over pay to casual employees.

The employees in question had been paid a wage rate equal to the first year rate specified in the agreement. The union contended that these employees should have received "step rates" as outlined in the agreement. Later the company paid the employees the higher rates of pay retroactively as outlined in the agreement: "The settlement of a dispute shall not involve retroactive pay beyond a period of 60 calendar days prior to the date that such grievance was submitted in writing by the employee or his accredited representative." The union contended that the 60-day period was not long enough. The union and the company disagreed also on the proper application of the graduated rate scale. The union said that the "second year" rates apply to employees who have completed one year of "employment relationship" with the company. The company said that the rates apply to employees who have completed one year of working service.

The first question was whether length of service for casual employees was to be calculated as of their seniority date or by accumulation of days actually worked. The company contended that length of service means "working service" or "service performed" and not length of time which the employee has spent in an employment relationship with the company. The union took the opposite view. The arbitrator decided on the

basis of the terms in the agreement that service would mean the length of the employment relationship. "On this aspect of the case, then, the union is entitled to succeed," said the arbitrator, "and all employees are to be paid on the graduated rate scales according to their length of service as above defined."

The second question involved the extent of retroactivity of payment to which "casual" employees would be entitled under the above interpretation. The arbitrator said that those who are entitled to 'second year' or 'thereafter' rates may have been entitled to such rates for some time. The agreement limits the amount of retroactive pay that may be made in the settlement of a dispute. Thus, the arbitrator was guided by the agreement in making his award "that employees be paid in accordance with the interpretation of (an article in the agreement) . . . Employees entitled to the 'second year' or 'thereafter' rates are to be compensated for any loss of earnings attributable to the company's failure to pay such rates, where appropriate, from and after 60 calendar days before the date the grievance was submitted in writing."

**Case No. 318.** Dispute between CP Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the cancellation of a truck route.

The company began operating a trucking service between two points but cancelled it a month later because of a lack of business. The union contended that this cancellation is covered by an article in the Job Security Agreement but the company did not agree. The arbitrator said that two questions were involved: whether the cancellation of the service was a "technological, operational or organizational change" and, if so, whether the position had been permanently held so that the driver would be entitled to the benefit of maintenance of rights under the agreement.

The arbitrator said that the route was established on a trial basis and it was found that a regular service could not be justified. The run was therefore cancelled. "It was simply the discontinuance of routine operations on grounds of insufficient business." Since this was the case, it was not necessary to determine whether the grievor held the position permanently or not. He dismissed the grievance.

**Case No. 319.** Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over pay claims by a driver.



The vehicleman was told that he would be required to do an extra trip on completion of his regular assignment. Later, he was told that he would not be required to make the extra trip as it had been assigned to another employee. The union contended that once this employee had been told to work overtime, the company could not rescind such instructions without paying the employee the wages that he would have earned if he had completed his overtime assignment. The arbitrator said that the grievor was inconvenienced and disappointed but that he was not deprived of anything to which he was entitled under the collective agreement. He dismissed the grievance.

**Case No. 320.** Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over general holiday provisions of the collective agreement.

The employee was on leave of absence without pay from September 2 to September 11. The union contended that the employee was entitled to a days wages for Labour Day. To qualify for the holiday, an employee must have been in the service of the company and available for duty for at least 30 calendar days; must have been available for duty on such a holiday if notified prior to completion of his last shift or tour of duty preceding such a holiday; and must have been entitled to wages for at least 12 shifts or tours of duty during the 30 calendar days preceding the holiday. The arbitrator found that the employee met these criteria and allowed the grievance.

**Case No. 321.** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the awarding of a position to a junior employee.

The company posted a notice advertising for a 4th engineer. The position was awarded but an employee senior to the winner of the competition appealed the appointment. The arbitrator found that the senior employee did not meet the requirements imposed by the company for the position. He said that the grievor was not entitled to preference over others because of his seniority. He dismissed the grievance.

**Case No. 322.** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over which category of employee should have performed certain work.

On a rest day for time clerks at a wharf, a timekeeper reported for work and performed certain functions. The union contended that the work should have been done by a time clerk who was covered by the agreement and submitted a claim for eight hours pay at punitive rates for one time clerk. The company refused to pay the claim. The arbitrator said that nowhere in the agreement is there a prohibition of such work being done by supervisors. He said that "if the parties had meant to include such an important provision as a prohibition against the performance of 'bargaining unit' work by supervisors, they would have done so in clear terms." He dismissed the grievance.

**Case No. 323.** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over discipline assessed to a steward-waiter.

The company replaced certain cars on a train with conventional equipment. Included was a cafe coach lounge offering both bar and cafe services. The company said that the steward-waiter was replaced by another employee when he would not assure his supervisor that he would operate both services. Following a hearing, the steward-waiter was assessed 30 demerit marks.

After looking at the evidence, the arbitrator said that the grievor's action and statements amounted to a refusal to carry out a "significant portion of his assignment." But the arbitrator said that the steward-waiter did have some cause for complaint and that the penalty imposed was "unduly severe." But since there was no request for a reduction of the penalty, the arbitrator made no determination of the matter. He dismissed the grievance saying that the grievor did refuse to carry out "a significant part of the directions given him."

**Case No. 324.** Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim for overtime.

The brotherhood contended that the company violated the agreement when it allowed office supervisors to perform the duties of train machine clerks on several occasions. The use of the supervisors was required because of disruptions caused by severe snowstorms. But the agreement does not prohibit the performance of such work by supervisors and the arbitrator dismissed the case.

## Decisions of the umpire

**CUB 3003.** The claimant submitted a claim for benefits in May 1969, declaring that he had last worked as an instructor for a contractor for 3½ months when he stopped working because "his job was finished." In August the claimant signed a statement to the effect that he had been at work repairing and painting his own house; that he spent the whole week in that locality; and that sometimes during the week he went to the town where his family lived in the evening and returned to his home the next day. He further stated that he had advised the Manpower Centre and the Commission's Area Office that he was at his home. He was still available for work, being engaged in repairing his house because he "had nothing to do." The claimant had not tried to find employment because he wanted to finish his repair work. If work were offered to him, however, he was ready to accept it immediately.

In a renewal of his claim for benefit made in January, the claimant gave the same employment information as he had in his original claim. In reply to a question on the application form—"Have you had any other jobs in the last six weeks?"—the claimant replied "yes," indicating that he had worked for himself cutting wood on his land, and that this had come to an end because of a lack of work.

Later, the claimant completed a farm questionnaire, and stated that since August 1968 he had been the owner of a 400-acre farm, and had been living on the farm since October 1969. The closest likely place of employment was 115 miles from the farm, and he could get there in a small truck. Eighty acres of the farm were cultivated, 20 were in pasture and the remainder in woodland; he had 10 beef cattle, a tractor, a harrow, a plough and a hay loader. **He claimed a loss of \$3,000 in 1969, and stated that he did not regard farming as his principal means of livelihood, and that his work on the farm would not prevent his immediate acceptance of suitable full-time employment in winter or summer.** In reply to a question on the questionnaire—"State in full your personal farming activities"—the claimant stated that "he had only 10 beef cattle, for which he made hay, and he

sowed potatoes for himself." As to sources of income from April to September, he answered "unemployed," and from October to March, "none."

In a statement to the Commission in February 1970, the claimant said he had been living on his farm since August 1969. His livestock included three heifers, five calves, seven pigs and a horse. He also admitted cutting wood on his land and using his horse to haul it. Before the holiday season, he had sold about 60 cords of pulpwood to a paper company at \$20 a cord. He had about 32 cords cut but not sold, all of it sound; 18 of the 32 had been cut before January 5, 1970. The claimant went on: "The other cords have been cut since I became employed. I cut them to pass the time."

According to the claimant, he had not declared his activities since becoming unemployed because the cut wood had not been sold. He did not keep an account of the time spent cutting wood because "when he went to cut wood, he spent the whole day at it." Sometimes he spent the day caring for his animals.

The claimant also asserted that since becoming unemployed, he had been and still was available for full-time work as a lumberjack "here in the neighbourhood, because I have to be home morning and evening to tend the animals." In concluding he stated that he had not looked for work since the summer of 1969, when he had gone to register at the Manpower Centre.

**A check of the records kept by the paper company was made by a Commission investigator. This revealed that between October 22 and December 18, 1969 the claimant had sold 59.47 cords of wood to the company at \$20.05 a cord, for a total of \$1,171.56.**

A Commission investigator visited the claimant's farm on February 11. A report (Exhibit 5) was placed in the file with the following information: The claimant lives alone on the farm, and his family lives in a nearby town. The investigator saw the claimant's bush paths, and two stacks of pulpwood he estimated at a minimum of 40 to 45 cords. The wood in question was freshly cut and bore no measuring marks. Following along the paths used for hauling, the investigator saw freshly cut wood that had not been collected and corded, and this amounted to "a minimum of about ten cords." "The 'tops' and the sawdust on the snow were recent. The hook and the fuel for the power saw were nearby." According to the investigator, the claimant had cut "at least" 50 cords of wood since December 18, 1969, the date of the last measurement.



The claimant initially tried to deny having cut wood after the holiday season, but when the investigator informed him of the visit to the farm, the claimant "admitted it in part." In his report to the Commission for the two weeks beginning January 4, 1970, the claimant stated that he had not worked or earned money, and had been available for work every day.

In his report for the two weeks beginning January 18, the claimant admitted having worked, but not for the whole week. He added that he had earned no money and was available for work every day. He added, "I take care of 10 head of cattle and seven pigs. I can work in (the nearby town) so as to be home every evening to attend to the animals."

**On February 20, the insurance officer advised the claimant that he was disqualified from receiving benefit with effect from January 4, 1970, for the following reason: "You are working for yourself as a farmer, and you have not proved that you are unemployed."**

In his appeal to the Board of Referees the claimant asserted that he was still prepared to work. The Board's decision reads in part as follows: Under the Regulations, a claimant who is self-employed can be considered unemployed only if the self-employment in question "is so minor in extent that a person would not, under the circumstances, normally follow it as a principal means of livelihood," and in this case, considering the size of the claimant's farm, his farm implements and quantities of wood he has cut, we are of the opinion that the claimant is bound to admit that his farm is his principal means of livelihood at the moment.

The claimant also admits that he has not looked for work since last summer. During the hearing, the claimant tried to persuade us that only woodcutting interested him on his farm. He nevertheless agreed that the only work he had for the tractor he bought last fall was ploughing and cultivation. By his own account, he cannot use the tractor in the woods because the terrain is too uneven. Once again, the Board is of the opinion that his principal means of livelihood is the establishment he runs, and it matters little whether he calls it a logging or farming operation. We are not prepared to believe that the claimant cut the wood, as he says, merely to pass the time.

**The Board was unanimous in its decision to dismiss the claimant's appeal. Then a farmers' union appealed to the Umpire. The Umpire said that during the period in ques-**

**tion the claimant was engaged more in woodcutting than in "farming" in the strict sense of the word.** Except for attention to the animals, farming was clearly impracticable at that time of the year. If he had remained inactive, he could have claimed entitlement to benefit during the off-season, but according to the evidence he cut a fairly large quantity of wood during that time.

The Umpire continued: The claimant admitted that he cut 78 cords of wood between September and January, 59.47 cords of it being sold between October and December for \$1,171.56. In his statement of February, he admitted having 32 cords already cut, 14 of them after January 5. He disputed the estimate made by a Commission investigator on February 11 to the effect that he had 40 to 45 cords not yet measured and a further 10 cords or so cut but not gathered.

In his weekly reports for the two weeks beginning January 4, the claimant stated that he had not worked and had not earned any money. For the two weeks beginning January 18, he said he had worked some partial weeks, although he admitted after a visit by the investigator that he had cut at least 14 cords of wood during that period, and looked after his 10 beef cattle and 7 pigs.

It is true that the claimant said he was prepared to accept work in a nearby town from where he could return home each evening. The insurance officer pointed out, however, that the only place where there was a chance of getting work was 120 miles away. **The purchase of a tractor ill-suited to gathering wood in view of the nature of the terrain would also show that he intended to engage in farming as his principal means of livelihood in the summer, and in woodcutting in the winter.**

The claimant would doubtless have accepted better paying work than woodcutting if any had been offered to him in the vicinity, since this would have enabled him to continue to care for his animals. In the circumstances, one cannot blame him for keeping busy at home during his unemployment, instead of remaining idle. Nevertheless, he made no personal effort to find work elsewhere, and the work he engaged in at home certainly occupied the bulk of his time during the period that is the subject of this appeal.

Furthermore, even though his income was not great, he engaged in this occupation as if it were a principal means of livelihood while waiting to receive an offer of employment from the Manpower Centre. For these reasons, I find no fault in the decision of the Board of Referees, and I dismiss the appeal.

# Publications in the library

## List No. 276

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral, and the month listed, when requesting loans.

### Automation

**No. 1—Australia. Department of Labour and National Service.** Forum—adjusting to technological change. Melbourne, 1971. 65p.

**No. 2—Australia. Department of Labour and National Service.** Three computer case studies. Melbourne, 1971. [63]p.

### Biographies

**No. 3—Chasan, Will.** Samuel Gompers: leader of American labor. New York, Praeger [c1971] 159p.

**No. 4—Duncan, James Stuart.** Not a one-way street; the autobiography of James S. Duncan. Toronto, Clarke, Irwin, 1971. 262p.

**No. 5—Mortimer, Wyndham.** Organize! My life as a union man. Edited by Leo Fenster. Boston, Beacon [1971] xxvi, 274p. Biography of a pioneer union organizer in the UAW.

**No. 6—Radosh, Ronald, comp.** Debs. Englewood Cliffs, N.J., Prentice-Hall [1971] viii, 181p.

### Civil rights

**No. 7—Congressional Quarterly Service, Washington, D.C.** Civil rights: progress report, 1970. [Edited by Robert A. Diamond and Arlene Alligood] Washington [c1971] 92p.

**No. 8—Wolk, Allan.** The Presidency and Black civil rights; Eisenhower to Nixon. Rutherford, N.J., Fairleigh Dickinson University Press [1971] 276p.

### Civil Service

**No. 9—Canadian Union of Public Employees.** The CUPE story. [Ottawa, 1971?] lv. (unpaged)

**No. 10—Federal Management Improvement Conference, Washington, D.C., 1970.** Proceedings. [Washington, G.O.P., 1971] 184p.

**No. 11—Rosenbloom, David H.** Federal service and the Constitution; the development of the public employment relationship. Ithaca, Cornell University Press, [1971] 267p.

### Collective bargaining

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# Labour statistics

| Principal Items  | Date            | Amount  | Percentage Change         |                          |
|--|-----------------|---------|---------------------------|--------------------------|
|  |                 |         | From<br>Previous<br>Month | From<br>Previous<br>Year |
| (in thousands)   |                 |         |                           |                          |
| TOTAL CIVILIAN LABOUR FORCE*                                   |                 |         |                           |                          |
| Week ended November 13, 1971.....                              |                 | 8,652   | - 0.5                     | + 3.0                    |
| Employed.....  | November        | 8,149   | - 1.3                     | + 2.8                    |
| Agriculture.....   | November        | 471     | -10.6                     | - 2.3                    |
| Non-agriculture.....   | November        | 7,678   | - 0.6                     | + 3.2                    |
| Paid workers.....  | November        | 7,123   | - 1.1                     | + 3.1                    |
| At work 35 hours or more.....                                  | November        | 5,187   | +32.2                     | + 1.6                    |
| At work less than 35 hours.....                                | November        | 2,674   | -33.0                     | + 5.2                    |
| Employed but not at work.....                                  | November        | 288     | -14.3                     | + 3.2                    |
| Unemployed.....  | November        | 503     | +12.5                     | + 5.7                    |
| Atlantic.....  | November        | 54      | +20.0                     | +28.6                    |
| Québec.....  | November        | 175     | + 8.0                     | + 4.2                    |
| Ontario.....   | November        | 149     | + 9.6                     | +18.3                    |
| Prairie.....   | November        | 59      | +15.7                     | - 7.8                    |
| British Columbia.....  | November        | 66      | +24.5                     | -13.2                    |
| Without work and seeking work.....                             | November        | 480     | +12.9                     | + 6.4                    |
| On temporary layoff up to 30 days.....                         | November        | 22      | + 4.8                     | -12.0                    |
| INDUSTRIAL EMPLOYMENT (1961 = 100)†.....                       |                 |         |                           |                          |
| Manufacturing employment (1961 = 100)†.....                    | September       | 131.9   | - 0.5                     | + 1.8                    |
|  | September       | 125.0   | - 0.3                     | + 1.1                    |
| IMMIGRATION.....   |                 |         |                           |                          |
| Destined to the labour force.....                              | 1st 6 mths 1971 | 591.77  | —                         | -16.5                    |
|  | 1st 6 mths 1971 | 319.17  | —                         | +18.5                    |
| STRIKES AND LOCKOUTS   |                 |         |                           |                          |
| Strikes and lockouts††.....                                    | November        | 82      | -18.3                     | +13.9                    |
| No. of workers involved††.....                                 | November        | 19,648  | -49.7                     | -47.3                    |
| Duration in man days††.....                                    | November        | 233,150 | -29.0                     | -53.4                    |
| EARNINGS AND INCOME  |                 |         |                           |                          |
| Average weekly earnings (ind. comp.)†.....                     | September       | 141.10  | + 1.4                     | + 9.4                    |
| Average hourly earnings (mfg.)†.....                           | September       | 3.32    | + 1.2                     | + 9.9                    |
| Average weekly hours paid†.....                                | September       | 40.3    | + 1.0                     | + 0.5                    |
| Consumer price index (1961 = 100).....                         | October         | 134.9   | + 0.1                     | + 3.5                    |
| Index numbers of weekly earnings in 1961 dollars (1961 = 100)† | September       | 133.4   | + 1.7                     | + 5.8                    |
| Total labour income (millions of dollars)†.....                | September       | 4,529.7 | + 0.9                     | +11.7                    |
| INDUSTRIAL PRODUCTION†   |                 |         |                           |                          |
| Total (average 1961 = 100).....                                | November        | 181.7   | + 0.3                     | + 4.9                    |
| Manufacturing.....   | November        | 176.5   | - 1.0                     | + 5.7                    |
| Durables.....  | November        | 158.5   | + 1.1                     | + 1.4                    |
| Non-durables.....  | November        | 199.4   | - 2.0                     | +10.3                    |
| NEW RESIDENTIAL CONSTRUCTION**                                 |                 |         |                           |                          |
| Starts.....  | November        | 18,932  | - 2.1                     | - 4.3                    |
| Completions.....   | November        | 16,865  | + 3.5                     | +27.3                    |
| Under construction.....  | November        | 16,418  | + 1.4                     | +24.6                    |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ All salaried employees.

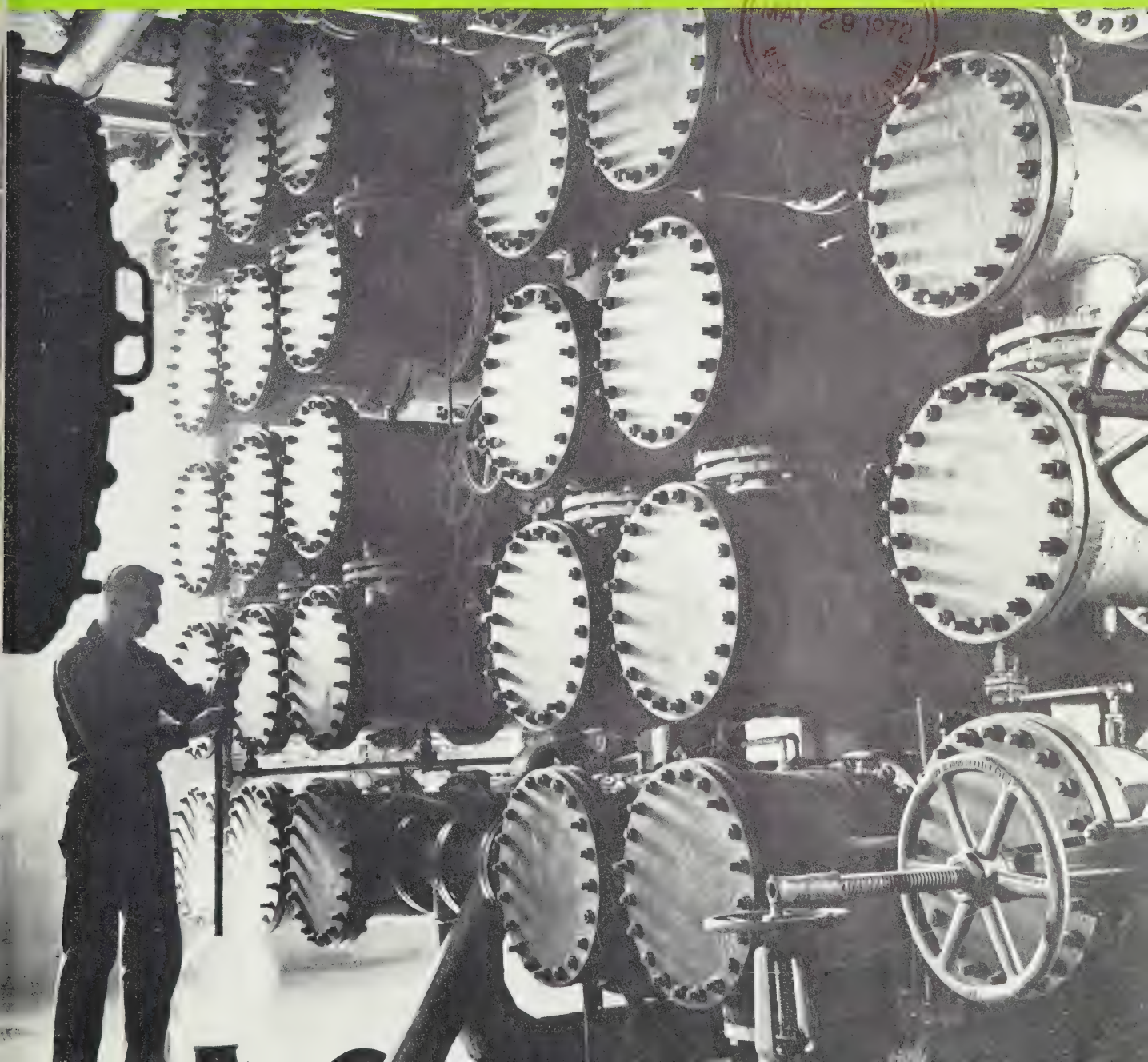
\*\* Centres of 10,000 population or more.

†† Preliminaries.

April 1972

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Publications

# The Labour Gazette





In this electric age that we live in, the psychopath may well be the only person truly at home, says Marshall McLuhan. People living in this new sea of electric information still seek to find the action in the old element of specialist job education and job training, and these are no longer relevant. This provocative view and other views appear in "The Electric Age: Will The Worker Be Left Behind?" p. 167.





# The Labour Gazette

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Labour  
Canada

Travail  
Canada



## News briefs



■ **W. P. Kelly is the new Assistant Deputy Minister for Industrial Relations in the Canada Department of Labour.** Kelly had been Director of the Department's Conciliation and Arbitration Branch since October 1966. In his new position Kelly replaces Bernard Wilson who became Deputy Minister of Labour in 1971.

Before joining the Department in 1966, Kelly was vice-president of the Brotherhood of Railroad Trainmen and served on the Executive Committee of the Canadian

Railway Labour Executives' Association. In December 1971, Kelly received the Merit Award of the Public Service of Canada for his work in reorganizing the department's conciliation service by promoting preventive mediation through the use of industry specialists (LG Feb., p. 54).

■ **Net earnings of self-employed doctors in Canada averaged \$30,861 in 1969, according to a report by the Department of National Health and Welfare.** The rise of 7.8 per cent over 1968 was equal to the average annual rate of increase over the preceding 10 years. Of all occupational groups identified by the Department of National Revenue, self-employed physicians continued to receive the highest net income from all sources. They also continued to widen the gap between their income and that of other self-employed professional groups.

The study, **Earnings of Physicians in Canada, 1959-1969**, was based on grouped income tax data. It shows that doctors having a net income greater than \$15,000, which included the great majority of full-time practising physicians, had average net professional earnings of \$35,951 in 1969. Average gross earnings before expenses were \$46,328 for all doctors, an increase of 8.3 per cent over 1968. The average annual rate of increase in the period 1959-1969 was 7.3 per cent. Gross earnings of physicians with net incomes of \$15,000 and more averaged \$53,281.

■ **The appointments of Dr. Luc Martin of the Université de Montréal as principal of the Labour College of Canada and Miss Jean Bezusky as the Labour College's associate registrar have been announced by Joe Morris, Chairman of the College's board of governors.** Dr. Martin, 31, is associate professor at the department of sociology, Université de Montréal. He has taught sociology at the Labour College for five years and was principal of the College for the 1971 session. He has a doctorate from the Ecole Pratique des Hautes Etudes, Paris, and also acts as a planning and development consultant.

Miss Bezusky, 27, a graduate of the Labour College, has been working for the College since 1968. Until her appointment she was assistant to the College's registrar. Prior to that she worked for the Canadian National Railways and held various elected offices at Local 260 of the Canadian Brotherhood of Railway, Transport and General Workers. She is studying for a Bachelor of Arts Degree in political sociology at the Sir George Williams University, Montreal.

**Canadian professionals are still emigrating to the United States in spite of the job slump there. According to the Technical Service Council, an industry-sponsored placement service set up to combat the brain drain, 4,530 professional and technical and kindred workers emigrated from Canada during the last fiscal year, compared with 4,573 a year ago. Immigration may have slackened recently. Since February 1971, professionals migrating to the United States have been required to have a U.S. job. Doctors, nurses and medical technicians are the only exception.**

The latest emigrants from Canada included 206 accountants, 114 chemists, 626 engineers, 1,021 nurses, 474 doctors, 419 teachers and 117 other scientists. The number of engineers and scientists decreased 25 per cent compared to the same period last year. The brain drain is down sharply from 1968, when 1,764 engineers emigrated South. The figures do not reflect transfers of managers and other staff from Canadian plants to American parent companies. These transfers once amounted to 20 to 25 per cent of total emigration. U.S. automotive companies have recruited less frequently in Canada, so this figure has probably decreased.

An estimated 50 per cent of the professionals emigrating are Canadians who have an American spouse, child, mother or father. Many Canadians who took post-graduate study at American universities married while there, and are thus free to return without meeting the job requirements. The U.S. draft continues to deter young Canadians, so very few new university graduates emigrate. Thus, most emigrants are believed to be experienced people.

So many American engineers and scientists have been laid off by aerospace firms that The Engineers Joint Council estimates engineering unemployment at a record 4.7 per cent. More than 24,000 engineers are believed to be out of work or in stopgap non-professional jobs. Canadians seeking U.S. jobs thus face keen competition.

Record numbers of job-hunting American engineers and executives are applying to Canadian companies and placement services. A recent advertisement in a New York paper brought 77 replies for a Toronto sales management job.

Figures on the number of engineers immigrating to Canada in 1971 are not yet available, although a decrease is likely from the 1970 figure of 2,186. Many,

however, were from countries whose universities are not recognized by Canadian professional societies. In addition, because of different methods of classifying immigrants, Canadian statistics may not be comparable to American ones.

Emigrating to the U.S. in the 16 years ended 1971, were 15,185 engineers, 1,931 chemists and 1,918 other scientists. During the same period, all Canadian universities graduated only 39,749 engineers.

Job-hunting professionals are increasingly concerned with the quality of life. Racial problems, congestion and Vietnam have deterred some Canadians from emigrating to the United States, according to N. A. Macdougall, TSC General Manager. Higher salaries, a greater choice of jobs, opportunities in specialties not available in Canada, and better research facilities will continue, however, to attract Canadians over the long terms. And industrial openings for Ph.D.s and M.Sc.s in engineering and science have decreased here at a time when research-oriented men are graduating in record numbers. Emigration of many of these professionals is likely when the American job market turns up.

■ **Michael McGeough, aged 87, a long-time official of the British Columbia Labour Department, died in January.** In the 1930s, he was chief liaison officer and director for British Columbia of the joint federal-provincial unemployment relief system and one of the first members of the provincial labour services department, formed in the mid-1930s. During World War II McGeough travelled throughout Canada to organize war labour boards and was chief executive officer of the British Columbia board. Later, he was in charge of the provincial labour department's Vancouver office, and after his retirement he served on many conciliation boards and was also a special consultant to the provincial Workmen's Compensation Board.

■ **R. J. Keefe, aged 60, President of the Canadian Seafood Workers Union has died.** Keefe started his career working as a labourer in Halifax and Canso, Nova Scotia fish-processing plants. He had been President of the 2,500-member union since its inception in the 1940s.



■ **Farmers and fishermen about to enter the labour market are among the main beneficiaries of amendments to the federal government's mobility program for workers.** Under the new Manpower Mobility regulations, effective January 20, 1972, a self-employed worker is now eligible for mobility grants if he finds he is not able to make a living from his business and is discontinuing ownership to seek other work. The new regulations establish uniform dependency allowance rates from coast to coast for workers who qualify for an exploratory grant and need assistance to support their families while they are looking for work. The new rates are: \$20 a week for one dependant, \$30 for two dependants, \$40 for three dependants and \$50 for four or more dependants.

Another change affects workers who have already found a job on their own and need financial assistance to relocate their families. Such workers are now considered for a relocation grant, provided that they apply before they relocate their family and within three months after commencing work in the new area. Previously, workers had to apply for a relocation grant before they began working in the new locality. In addition, the new regulations permit relocation grant recipients to qualify for a home-owner's allowance to sell or purchase a house anytime within 12 months after a grant has been authorized. Previously a worker could not qualify for a home-owner's allowance if he sold or bought a house before he had actually relocated in the new area.

■ **An additional \$50 million in federal funds has been allocated to the Local Initiatives Program, Manpower and Immigration Minister Otto Lang has announced.** This amount, to be provided for proposals submitted by private and community groups, will supplement the \$100 million Local Initiatives Program, which included \$50 million for municipal projects and \$50 million for private initiatives.

Private applications have been outnumbering municipal proposals at the rate of almost three to one. As of January 10, the Department had received a total of 4,741 private applications, of which 898 had been approved in an amount of more than \$26 million. By comparison 1,792 municipal applications resulted in 408 approvals for an amount of almost \$12 million.

■ **Dan Cocklin, National President of the Union of National Defence Employees, died in January.** Cocklin had served as President of the Public Service Alliance's largest component since 1969. He worked for the Department of National Defence for more than 29 years and was a former president of the Ottawa-Hull area council of UNDE.

■ **All jurisdictions in Canada have minimum wage legislation but some have recently increased or are about to increase the minimums.** Here are the general hourly rates for experienced adult workers, applying to most types of employment: federal, \$1.75; Alberta, \$1.50; British Columbia, \$1.50; Manitoba, \$1.65; New Brunswick, \$1.40 as of March 1, 1972 and \$1.50 as of January 1, 1973; Newfoundland, \$1.25 (men) and \$1.25 (women); Nova Scotia, \$1.35, \$1.25 (men) and \$1.25 (women), according to zone and a province-wide rate applicable to both sexes of \$1.55 from July 1, 1972 and \$1.65 from July 1, 1973; Ontario, \$1.65; Prince Edward Island, \$1.25 (men) and 95 cents (women); Quebec, \$1.50; Saskatchewan, \$1.70 now and \$1.75 from July 1, 1972; Northwest Territories, \$1.50; and Yukon Territory, \$1.75.

■ **As of January 26, 1,477 agreements under the Canada Manpower Training-on-the-Job Program had been approved, providing 6,878 winter jobs** at a federal cost of \$9,265,129. Introduced in October as part of the Canada Works Special Employment Plan, the program has received an allotment of \$20 million. Employers participating in the program hire and train previously unemployed workers—all of whom are hired through Canada Manpower Centres—for a minimum of three and a maximum of 12 months. The employer is reimbursed for 75 per cent of the trainee's salary or an equivalent tax incentive. Projects approved under the program include training for both skilled and unskilled workers—ranging from boat-builders and steelworkers to bus pilots.

■ **Two provincial governments have made changes in their labour portfolios.** Ontario has named Fernand Guindon as Minister of Labour, replacing Gordon Carter. Guindon was formerly the Minister of Tourism and Information in the Ontario Cabinet. In Québec, the manpower section of the Department of Labour and Manpower has been taken from the department. The minister will be Jean Bienvenue, who is also Immigration Minister. Up to now, Bienvenue has been a minister without portfolio attached to the finance department.

■ **F. A. Armstrong of Winnipeg has retired from his position as General Vice-President and Administrator of Canadian Affairs for the Brotherhood of Railway Carmen.** Replacing him will be Jean-P. Raymond. Raymond was formerly general chairman of the union's Joint Protective Board of the CN system. The Canadian office of the union will now be located in Montreal.

# Labour relations around the world

■ A major new reference work has just been published by the International Labour Office as part of its campaign to reduce the worldwide toll of accidents at work and of occupational diseases. ILO estimates reveal the scale of the problem: Some 100,000 workers are killed in accidents every year, millions are injured, and hundreds of thousands are afflicted by occupational diseases. The first volume in English of the **Encyclopedia of Occupational Safety and Health** is now available and the second is being printed. A French version will be published in 1972-73, and a Spanish version is being prepared. Available from: International Labour Office, CH-1211 Geneva 22, Switzerland. 753 pp. Price (two volumes complete): \$45.

Safety measures in abattoirs and airports, arsenical cancer, precautions against agricultural machinery and allergy—these are some of the entries under the letter “A” among the hundreds of articles that make up the encyclopedia. Seven hundred specialist authors in more than 60 countries and 10 international bodies, including the World Health Organization, give authority to this new work, which updates and broadens the coverage of the encyclopedia entitled **Occupation and Health**, which the ILO published in 1932.

The new encyclopedia, like its forerunner, is a practical working tool and not an academic publication. It is designed not only for specialists but also for welfare and personnel departments in larger and medium-size enterprises, managers of small enterprises, trade unions and workers’ education institutes, labour, industry and agriculture ministries, labour inspection services, social security organizations and all those with a broad concern for the worker’s well-being.

Each subject is studied from the following points of view: workers, industries, working operations and equipment, occupational hazards, and preventive methods. The articles are in alphabetical order, and each includes an international bibliography. The encyclopedia is illustrated by photographs, diagrams and line drawings.

■ Paid educational leave as a social right has been recommended by 28 specialists who recently discussed the subject at the International Labour Office in Geneva.

Technological and social change, changes in economic conditions, and people’s requirements for cultural development have made permanent education and training a real need in modern society, the group noted. For the worker and his employer, for the economy and for society at large, paid educational leave could form the response to this need. In the group’s opinion, each worker should have the chance for social and personal development, and to be free for this during normal working hours without suffering financial or other loss in his conditions of work. The experts considered paid educational leave to be truly a social right, although they recognized that its effective application must often be gradual.

Minimum rights of paid educational leave should be established by law or collective agreement. Arrangements for paid educational leave should take into account the suitability of the program, the needs of the organization, and the needs of the workers. Arrangements should be the joint concern of the public authorities, workers’ and employers’ organizations and the institutions providing education or training. Adequate systems of counselling and information should be established. The cost of programs should be met by the public authorities and employers; workers’ organizations might be asked to contribute in the case of trade union education.

■ The U.S. Pay Board believes that a ceiling of \$1.90 for exemption of hourly pay from wage controls is too low. Pay Board members, however, can’t agree on another figure. The Congress had ordered the Cost of Living Council to make exemptions for the working poor from economic controls. The labour member of the board suggested an exemption of \$3.50 an hour, the public members suggested \$2.20 an hour; business members of the Board were satisfied with the \$1.90 an hour, but all three suggestions were rejected.



■ **Otto Kersten** has been named acting General Secretary of the International Confederation of Free Trade Unions. Kersten, 43, has been head of the International Department of the German trade union federation (DGB) since 1965. He replaces Harm Buiter who resigned from the position last September for health reasons. Kersten has served on a number of ICFTU committees and as workers' representative on the supervisory board of Hoesch Huttenwerk AG, one of Europe's largest steel plants. He has served also as trade union secretary to the European Trade Union Secretariat and as executive general secretary of the Consumers' Committee of the European Economic Community.

Kersten will serve in the position until the next Congress of the ICFTU, which will be held in London from July 10-14.



Otto Kersten

■ **Hitachi Ltd.** and several other Japanese companies have adopted layoff programs to deal with reduced levels of production following the 1971 monetary crisis. The present programs are based on collective agreements and most stipulate that laid-off employees will be guaranteed between 80 and 100 percent of their wages during the layoff period. Although employers can dismiss workers, allowing them to receive unemployment insurance benefits of 60 per cent of their wages, many employers want to retain the workers during the slowdown, in case of a subsequent labour shortage. Employers in electrical machinery, textile and chemical industries are using such layoff programs.

Other companies see such a plan as a financial burden. They have proposed a plan to subsidize employers who guarantee 100 per cent of wages for the laid-off workers by reimbursing them from the Unemployment Insurance Fund with an amount equivalent to 60 per cent of the workers' wages.

■ There were 398 registered trade unions in Britain at the end of 1970, says the report of the Chief Registrar, of **Friendly Societies**. This compares with 491 unions in 1960. This was the final report of the Chief Registrar, as the 1971 Industrial Relations Act established the office of the Registrar of Trade Unions and Employers' Associations. The membership of unions at the end of 1970 was 9,277,000 (with 1,983,000 of them women), compared with 8,753,000 in 1969. The largest increases were in unions in the metal, engineering and vehicle industries; in general labour organizations, and in local government service unions. At the end of 1970, there were 72 associations of employers, compared with 75 in 1969 and 93 in 1960.

■ More working days were lost through strikes in Britain during 1971 than in any other year since the general strike of 1926. For the first 11 months of 1971 13,215,000 working days were lost, compared with 10,980,000 days for all of 1970. In 1968, the figure was 2,398,000. Most of the days lost, however, were during the first three months of the year when the battle against inflation was at its height and unions were still fighting new labour legislation. As well, strikes at the Post Office and the Ford Motor Company caused most of the days lost.

■ **Equality of opportunity, more leave in special circumstances, expansion of part-time employment opportunities, and facilitation of a return to work after domestic responsibilities are completed** are the four main recommendations of a British civil service study entitled **The Employment of Women in the Civil Service.**

A committee, set up in 1970 to study the position of women in the civil service, found that the civil service provided one of the best careers open to women but suggested the four above changes. The committee found areas where posts were reserved exclusively for men or women but, after approaching the departments involved, the restriction of jobs to men in many important posts has been removed. Since 1962, pay has been the same for men and women in most grades, and the remainder will be brought into line by 1975.

Although the committee found that, in promotions, most departments treated women fairly, there was some prejudice especially in areas where women had not traditionally worked. They suggested that, wherever practicable, departments should arrange for promotion boards to consist of both men and women.

The committee believes that the civil service should endeavour to provide more part-time posts at all levels for women who have been trained and who have acquired valuable experience but who cannot work full-time because of family responsibilities. A survey of part-time possibilities carried out by several departments indicated that there were many opportunities for such work.

The setting up of a nursery outside London for civil servants' children was recommended. For women with children under school age, fees would be fixed in relation to salary but with a maximum equivalent to the economic costs. For mothers with school children, departments were urged to consider sympathetically applications for unpaid leave during school holidays. And where a woman has elderly or infirm dependants, every effort should be made to help her cope with her responsibilities while she continues to work.

If present trends continue, the committee said, it is probable that many women in the future will return to work when their children are old enough to allow them to do so, and they will usually have about 20-30 years of working life ahead of them. Arrangements for a return

to the civil service, however, still reflect the attitude that such a step is exceptional. The committee believes not only that fundamental changes are needed in the civil service, but also that all employers must be prepared to plan a career pattern for women that includes a break in service.

On receiving the report, Lord Jellicoe, Minister in charge of the civil service, promised detailed discussion of the report and said that there would also be consideration of how far the recommendations should apply to men with domestic responsibilities similar to those described for women.

■ **Recommendations for future action by the International Labour Organization to combat occupational cancer were made by a group of 11 experts from eight countries who met at the International Labour Office in January.** The experts reviewed also the evidence pointing to cancer-producing action of various substances, including both those whose effect on man has been proved, and those for which only experimental proof has so far been obtained. From the point of view of prevention, two classes of substance could be defined, the experts noted. The first included those for which substitute products should be sought, and whose production and use should be subject to licensing by a competent authority; the second covered substances for which special preventive and protective measures were necessary.

The experts felt that the ILO should take positive action to contribute to more widespread knowledge, particularly in industry, of the problems related to the prevention of occupational cancer. Governments and industries should be provided with detailed descriptions of methods of control and prevention. These should apply to technical and industrial hygiene measures as well as to medical measures. The preparation by the ILO of a code of practice or manuals on the subject was also recommended.



## 50 years ago

The adoption of the 40-hour week, the three-shift plant, a U.S. study into industrial relations, the annual convention of the New Brunswick Federation of Labour, the cost of living—1922 style—female telephone operators, child “slaves” in Persia, and the Catholic Workers of Canada, were some of the topics reported in *The Labour Gazette* of April 1922.

■ **The Ford Motor Company announced the adoption of the 40-hour week as a permanent policy in all its plants.** Under the plan, the factories were to be closed on Saturdays and Sundays and about 3,000 men added to the total workforce. The change affected approximately 50,000 employees who continued to receive the minimum wage of \$6 a day, but would work five 8-hour days a week. New employees, however, received the pre-war minimum wage of \$5 a day.

■ **In the same vein, investigators of the American Engineering Council of the Federated American Engineering Society recently completed a survey of the larger U.S. “24-hour industries”** to learn whether the three-shift plan of operation was economical, efficient, and popular with the worker. The Society found that: “three-shift plants have maintained themselves in the same markets with two-shift plants. Even during the very serious depression of 1920-21 and the strong temp-

tation and tendency to link reduced wage rates with lengthened hours, very few plants have gone back from 8-hour to 12-hour shifts. There have been instances in all types of continuous industries that have gone to three shifts with striking gains in efficiency, either in reductions of the number of men required per shift, or through increased output, or through heightened efficiency in other ways. Taking the continuous plants as a whole, the immediate effect of going to three shifts probably will be a substantial increase in labour efficiency, but not so great an increase—barring exceptional plants—as to permit the paying of as high weekly wages as men would receive for 12 hours work, without increasing costs. But it would be possible without increasing costs, to pay the men a weekly wage which, once they had become used to the 8-hour shift, they would much prefer to the alternative of a 12-hour day and 12-hour wage.”

■ **The New Jersey Chamber of Commerce established a Bureau of State Research that was turning out what was claimed to be the most competent work on industrial relations known in the United States at the time.** The committee on industrial relations, which had just issued a new report, was composed of representative business men. Their findings were unanimous and were adopted by the Chamber. Labour difficulties, in the opinion of the writers of the report, mainly spring from three separate sources; the issue of wages and profits; the issue of the employer's claim to complete power of control and labour's democratic aspirations; and the issue of abuses, such as the arbitrary conduct of management on the



one side, and sabotage and ill treatment of non-union labour on the other. For dealing with these questions, the writers of the report outlined certain policies which they grouped under three heads: constructive arrangements within the shop aiming at harmony of interest and active co-operation; industry-wide constructive arrangements; and the policy of stamping out the unions and placing absolute control in the hands of the employers. The New Jersey Chamber of Commerce was emphatically against this last method, and thought it should be avoided at all costs. "This militant tendency," it stated, "seems to make a strong appeal to many employers at this time of business depression. A movement is now on foot which, misusing the name of Open Shop and American Plan is smashing labour organizations throughout the country by locking the union out and forcibly deunionizing the workmen. Together with the abuses of unionism this movement is destroying the constructive substances of unionism and stifling the just democratic aspirations of the workmen. It is undermining the confidence of labour in employers and ruining the foundation for co-operation between them."

■ About 60 delegates, including two women, attended the annual convention of the New Brunswick Federation of Labour held in Moncton. Two members of the executive had been asked to act on a commission to consider legislation on the minimum wage and mothers' allowances. A committee had visited the New Brunswick hy-

dro-electric works at Musquash and found that in their opinion wages were too low and board excessively high. As a result of their investigation, the manager promised to reduce the board from \$8 to \$7 a week, but stated that if wages had to be increased, some of the men would have to be replaced by machinery, so the wage matter was not pressed. Among the proposals submitted to the convention were resolutions requesting that: the provincial government pass minimum wage laws for women and children, and a mothers' pension or allowance law; the provincial government amend the New Brunswick Electric Power Commission Act of 1920 to make it unlawful for either the Commission or any municipality being supplied by the Commission to sell power to any private person or corporation for distribution for profit; the provincial government amend the Workmen's Compensation Act to provide that, in case of death, payments to widows and children be \$30 and \$7.50 a month respectively, and adequate minimum monthly payments be established, and to amend the act to provide a minimum weekly indemnity in case of accident of not less than \$10; representation be made by the Minister of Labour to the management of the Canadian National Railways that, on all public work undertaken by the Canadian National Railway system, the hours prevailing and rate of wages of the locality at the time should be the standard; white girls be pre-



vented from being employed where there were employees of the yellow race; and master plumbers desiring to do business in New Brunswick be compelled to take examinations, and all journeymen plumbers be licensed and compelled to undergo examination under a provincial sanitary engineer.

Other resolutions were adopted protesting against the exportation of Canadian goods through foreign ports, and urging that more protection be given labourers on staging and hoisting jobs, and that a section of the New Brunswick Health Act governing the storage of food-stuffs for sale be enforced. The convention condemned the system of governing the crown lands by commission, believing that the representatives of the people should control and appoint the employees of the people. The convention requested the incoming executive to endeavour to secure legislation respecting mothers' allowances and a minimum wage for women, and to safeguard the existing compensation law while endeavouring to secure improvements. It requested also that organized workers having interest in co-operative stores see that these handle union label products insofar as they could do so without financially embarrassing their organizations.

■ **The 1922 family paid only \$10.54 for an assortment of 29 staple foods bought during the month of March.** Food prices were down compared with \$13.23 for March 1921 and \$15.98 for March 1920. Most bread-winners of the day were making well over \$100 a month, and when you consider that the total cost of food, fuel and rent averaged \$20.96, there was more than enough left over for savings and the occasional luxury.

■ **Regulations governing the wages paid to female telephone operators were issued during March** by the Ontario Minimum Wage Board, and became effective on May 15, 1922. The regulations established various rates according to the status of the employees and the population of the communities served. In the more sparsely populated districts throughout the province, the minimum wage rates were based upon the number of subscribers connected with the exchange. Inexperienced female employees over 18 years of age were considered experienced after one year, and girls under 18 after two years experience. Toronto employees who were over 18 and experienced were to receive \$12.50 a week; inexperienced girls over 18 received \$10 a week for the first six months and \$11 for the last. Girls under 18 were paid in wage levels from \$8 to \$11. In rural areas inexperienced operators received \$5 to \$9 a week.

■ **The International Labour Office received information that very young children were being employed in certain carpet factories in Persia,** and women and children were compelled to work long hours for small wages and under extremely unsanitary conditions. The uncomfortable position they were obliged to assume in making carpets resulted in atrophy of the arms and legs and other disorders. The ILO sent a protest to the Persian Minister for Foreign Affairs through the first Persian delegate to the second Assembly of the League of Nations. After the protest was received, the Persian Minister in Switzerland forwarded to the ILO a copy of a telegram from the Persian Minister of Foreign Affairs stating that local authorities had been requested to enforce the following rules: work must be voluntary; eight-hour day; no employment of children under 10; workers to leave factory at midday for rest; healthy work sites and pure air; and comfortable work seats for working in a normal position. The telegram stated also that the authorities were requested to regulate the wages and welfare of workers.

It was later reported that a committee had been instituted at Kirman, urging employers to conform with government proposals to improve the lot of the carpet-making workers. The regulations were based on the following principles: complete liberty and rights on both sides in regard to the conclusion of labour agreements; registration of labour agreements; introduction of the compulsory 8-hour day; provisional increase of 5 per cent in wages; weekly rest; and holidays on festivals. Employers guilty of violating these regulations were to be held responsible and subject to legal action.

■ **A delegation from the Confederation of Catholic Workers of Canada called on the Minister of Labour and other members of the federal Government to request action on resolutions passed at their convention in Hull, Québec.** The resolutions proposed: recognition by the Government of the right of the Confederation to be represented upon committees, commissions and conferences; that the Government appoints, patronizes or convenes; printing in the two official languages the paper money and stamps issued by the Government; prohibition of all foreign immigration during a period of three years, except farm immigrants; to restore in the federal law concerning Sunday observance the following holidays to be compulsory and observed like Sundays by the Catholics of the country: New Year's Day, Epiphany, Ascension Day, All Saints' Day, Immaculate Conception Day, and Christmas; and the adoption of measures to put a stop to the unemployment crisis. The Minister promised to give the requests careful consideration.

# The electric age: will the worker be left behind?

If collective bargaining is dying, and many people close to it think it is, says Dr. John Crispo, University of Toronto professor and industrial relations specialist, all that is left of free enterprise dies too. "It will be the death of our kind of society as we know it," Crispo told some 500 delegates attending the Annual Conference of the Ottawa chapter of the Public Personnel Association recently.

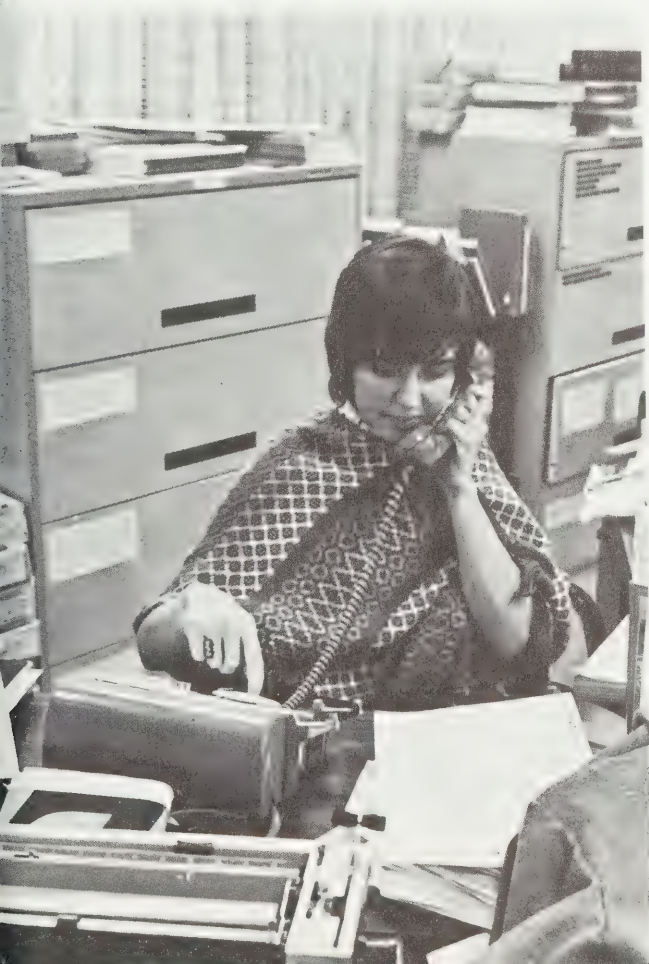
"Assuming our present socio-economic-political system survives, unions have two realistic options—straight business unionism, pork chop unionism, the Samuel Gompers type of unionism personified, which means

more, more, more and reward your friends and punish your enemies, and secondly, a combined business and reform unionism, primarily through political action," he said. "The more extreme and unrealistic options include combined reform and business unionism with emphasis on reform and with some pork-chopism to hold members' loyalty, and the radical or revolutionary type of unionism that preaches 'Down with the System', with unionism no more than a means to that end. Except perhaps in Québec, I predict varying combinations of the first two alternatives in the foreseeable future."

The philosophy of more, more, more, is not going out of style, Crispo believes. "Trade union leaders are merchants of discontent these days. They want more holidays, a shorter workweek. The four-day week will mean a ten-hour workday but union leaders are not in touch with their members. They're stuffy. They say you can't work more than an eight-hour day."

Public Service unions should have the right to strike, Crispo believes. "There should be more public service strikes. It would be interesting to see just how many useless bodies there are around. Some government departments, I bet, could shut down for five years before anybody noticed the difference." He accused the federal Government of using the collective bargaining process as a scapegoat for its own mistakes. Campaigns designed to put the emphasis on industrial peace and non-inflationary wage settlements only lead the public away from its primary interest in the function of collective bargaining, he said.

The real challenge to collective bargaining is likely to come from outside the system. "People outside the system are getting pretty upset about the way collective bargaining is working," he said. "But in our obsession





with the procedural and substantive public interest in collective bargaining, we may lose sight of the primary public interest in collective bargaining—that is the public interest in the preservation of the system itself.”

Collective bargaining will survive, he said, only if the real needs and concerns of its beneficiaries are met. Trade unions, in his opinion, have not fully determined what these needs and concerns are. They should concentrate more on humanizing the work environment, asset formation and industrial democracy, rather than on wage and welfare benefits.

“Rising educational levels make humanizing the work environment necessary. Much of the work is dull, monotonous, routine and stultifying, and managements have made a point of keeping work dull, monotonous, routine and stultifying,” he said. “This gives rise to dissatisfaction and alienation, evidenced in worker absenteeism, depression and high employee turnover.” Part of the answer might lie in job enlargement, enrichment and rotations, but it was more likely that worker participation in the management function would solve most if not all of these problems.

Asset formation, currently in vogue in some European industries, gives workers a “broader piece of the capitalist action.” It tends to stabilize the system, and if part of the wage increase is given in the form of shares, it is less inflationary because the worker can’t spend it.

### Jacqueline Boileau

Despite fears harboured by many male managers, says Jacqueline Boileau, who designs management development and training activities for Bell Canada in Montreal, **increasing numbers of women will be hired for supervisory and executive positions in the 70s.**

Mrs. Boileau set fire also to a number of old chestnuts about women managers. They are no more emotional than men, she said. The woman who bursts into tears, and these are in the minority, are no different from the man who lets out a stream of profanity or pounds the table. As for women not thinking like men, she says this implies that men have a monopoly on rationality, lack



of emotion and "hard-edged concreteness." In other words, women are emotional, frivolous and irrational. "This train of thinking simply does not hold up," she declared.

"When inner security is shaken, whether in a man or woman, he or she reacts emotionally. When a man displays this characteristic it's generally overlooked. In the case of a woman, she's considered unstable, perhaps only because her behaviour is more closely observed."

Another myth is that women are not looking for careers; they'll work until they get married or until they have a child. Mrs. Boileau pointed out that full-time enrollment of women at Canadian Universities has climbed from about 28 per cent of the total in 1951-52 to 36 per cent in 1967-68 with a projected increase to 41.7 per cent by 1980. In terms of actual attendance, this means that there are now at least 120,000 women enrolled as full-time university students and the total could exceed 300,000 by the end of the decade. Canada's birth rate has been falling steadily for over two decades, from the record high of 28.9 per 1,000 population in 1947 to an all-time low of 17.4 in 1968, considerably below the deepest depression slump. **"The notion that women's primary function is the propagation of the species has been shattered, permanently it seems, by the realization that mankind is in danger of outgrowing or defiling available resources to the point where there will be no room to stand, no air to breathe and no water to drink,"** Mrs. Boileau said. "Childlessness, once considered an affliction or a sin, has blossomed overnight into an honourable estate."

Even those who do get married will now often wait several years before having their first child. The company can expect the woman who has been successful and fulfilled in her job to want to return to work as soon as possible after childbearing and early child-rearing years are over.

Mrs. Boileau says that a woman, like her male counterpart, must be trained by a superior who is interested in her development and shows confidence in her ability. "She won't become a good manager without training any more than a man will. And like a man, a woman develops managerial skills when she is moved into progressively responsible positions where she can use her capabilities, where her mind is stretched to the fullest,

and where she is held accountable for the results. The most important part of her development, however, is the executive under whom a woman works, for he must believe that the genes neither limit intelligence, nor influence personality."

Women are not trying to switch roles with men, she stated. They are not trying to become masculine or to emasculate men. They are not going after every position filled by men just to make a point: neither do they want to be identified with radical movements and feminist groups. **"What women have come to realize is that they have the ability to make a contribution in whatever field they choose;** like men, they have the potential to succeed in managerial and executive positions as well as being able to choose a life style of their own. The relegation of specific female roles has become a thing of the past."

### Vance Packard

Probably one of the most startling changes in the last 25 years is the explosion of women invading what were once primarily male fields of work. "Changes in the economy, rather than women's lib did more to emancipate women," believes Vance Packard, U.S. author and social commentator. "Men say that either women make too much or too little of their jobs. But the characteristics that make up the typical female manager are that she is mentally assertive, incisive, probing, demanding of specific answers, has fantastic sources of energy, and comes from a background where the mother was fairly passive and she idolized her father. Of 100 female executives, either they were an only child or the first-born in a family in which there were no brothers. She had a close relationship with her father who had been a manager, too."

Business trends are changing, Packard says. Young people are gravitating more toward careers in government because they feel they have a better chance of dealing with real problems. Business tends to romanticize the management role; it stresses loyalty to the home company. Corporate managers have to look a certain way. "If you're not tall and lean, you'd better be damned energetic," Packard said. Managers are mer-



chandised like any other product. They look a certain way, think a certain way, talk a certain way. **The three characteristics personnel looks for in the prospective manager are self-expression, co-operativeness and dependability, "with a certain amount of anxiety thrown in."** Some personnel managers say they know "a good package" the moment he enters the door.

Many of today's youth rebel against this stereotyped company image and it is causing industry some concern. "Technology thinks you can process the human personality, doesn't take into account natural rebelliousness, individualism and the need to be in charge of one's own destiny," says Packard. "This results in feelings of loneliness and alienation, a much colder emotional climate. At the time when we are supposed to have the greatest control over our environment we are losing belief in ourselves."

This alienation is causing more people to turn to astrology and the occult arts because astrology is bringing the world back to the centre of the human being. "Individualism is fine if it's not taken to extremes and is not irresponsible," Packard asserted. "Youth is searching for new experiences and has adopted hedonism as a way of life. And these are the people who are going to be the leaders of our complex society, whether we like it or not."

Educated young people are forcing corporations to change their priorities and images. "Most of these young people are over-educated for the jobs," he said. "It seems ludicrous, but **corporations can hire graduate students to help in research projects and pay them only \$4 an hour. I pay my plumber \$15 an hour.**"

Packard said that blue-collar workers are deeply frustrated if they feel more capable than the demands of the job. To meet the ever-increasing demands for higher productivity, people now work around the clock. "I have actually known places where machinists are disgruntled because it would take 21 years before they get to work on a day shift."

A good manager needs an enlightened education such as in the liberal arts, and he must have an insight into what motivates people. He must also, according to Packard, be an effective change agent. He keeps the

long-range interests of everyone in mind, has a sense of dignity, has a sense of creative contribution and a feeling that what he is doing is worthwhile. He is not afraid to delegate more and more responsibility.

**Here, according to Packard, are the criteria for a successful manager:** has energy to burn; the ability to maintain a high level of thrust; is deft in handling people, with the capacity to create a climate of challenge; criticizes without hurting; perceives the psychological needs of people; brings order out of chaos; is not embarrassed to admit ignorance of a problem; effective in communicating ideas through use of words; responds to provocation effectively and objectively, keeping personal feelings out of it; thrives on tension and galvanized by it; loves to make things happen and has ability to enjoy organizing large projects; has the capacity to generate confidence, and the ability to get other people to want to do something that should be done; keeps superiors on their toes, wary that he may surpass them; a clear concept of where he's going and always working toward a concrete goal; but above all, if the worst happens, he is the sort of person others know they can depend on no matter how the cards are dealt.

### Marshall McLuhan

No one has any proof of insanity until he has been released from a mental institution, says Marshall McLuhan, internationally known writer and lecturer, and in this "electric age" that we live in, the psychopath may well be the only person truly at home. The electric age, he said, is personified by the little boy who said: "Uncle Fred is here," as he hung up the phone after talking to him. And in this electric age where everything is speeded up and the new hidden ground of all environment is electric information, patterns of training for children have no meaning. "Children become grey at three," he said. "The institution of childhood is obliterated." **Speedup pushes all work and living toward specialism. "The specialist, whether a workman or a scholar, looks for a place to fit into.** He is a figure against the ground of the market," McLuhan declared. "Unemployment has itself become a social ground for the figure of the workman." Both of these situations, he said—namely the stark human figure minus the social ground, whether it is Nora's Doll's House or Babbitt's America, or whether it is the specialist skill starkly outlined against the ground of unemployment—are 19th century images.

"What has happened today is that the new hidden ground of all human enterprises is a world environment of electric information. Against this ground of the old hardware, whether of school or factory, whether of bu-

reaucracy or entertainment, all these stand out as incongruous. The biggest contemporary disease, as the headline put it, is 'being unwanted.' Everybody now grows up in accordance with patterns of training that offer no means of relation or interface with the new information environment. Electric information has now become as indispensable to people as water to the fish, but people cannot yet accommodate to this environment."

People living in this new sea of electric information, he said, still seek to find the action in the old element of specialist job education and job training. "In the world of management and decision-making, the successful executive is an automatic dropout, for as he mounts the ladder of promotion, he quickly loses touch with the ground of information as his work becomes more and more specialized, and dependent on the advice of other specialists."

He is a figure without a ground, McLuhan declared. "It is this situation to which Ivan Illich addresses himself in **Deschooling Society**. He is vividly aware of the irrelevance of current curricula drills and certification. He knows that these cannot any longer help us to relate to the world, and he frankly appeals to the forms of pre-literate, and even pre-natal experience as models for the training now needed."

The electric environment, McLuhan contends, has restored us to a Paleolithic state of the hunter. The hunter is the man who must use all his faculties to read the total environment. "In the electric age, by far the biggest human occupation has become man-hunting. It is the age of '007,' of espionage and counter-espionage, of credit ratings, of the F.B.I. and the C.I.A. In a word, it's the age of the Cyclops. All that Ivan Illich postulates as an ideal state for education has already occurred. **The man-hunter and the job-hunter have succeeded the worker, and warfare and welfare have merged as completely as in any Paleolithic or Stone Age society.**"

As we move into the age of etherrealization discerned by Toynbee and stressed by Buckminster Fuller, he said, we do more and more with less and less. "Man himself becomes disincarnate data, a sort of disembodied spirit coexisting and functioning in diverse locations by telephone or by TV. We can traverse eons of human development in minutes, and live in an inclusive present that assumes all pasts and futures. The anthropologist, E. S. Carpenter, has described his media experiments in New Guinea, in which, by the use of photographs and movies made on the spot, he carried people through countless centuries of evolutionary cultural development."



We have access to every kind of information quite independent of our educational programs, he said. "The new electric access to information has suddenly cast the audience in the role, not of spectator or consumer, but of explorer and investigator," he declared. "The immediate need of the future of education is not knowledge, but ignorance. The immediate need and opportunity is . . . to bring to the microphone and to the studio, people from every field of knowledge and endeavour, to explain to the public, not their knowledge but their ignorance, not their expertise but their hang-ups, not their breakthroughs but their breakdowns."

**The school and the university of the future must be a means of total community participation, not in the consumption of available knowledge, but in the production of completely unavailable insights.** "The overwhelming obstacle to such community participation in problem solving and top-level research is the unwillingness of experts to admit and to describe in detail their difficulties and their ignorance. There is no kind of problem that baffles one or a dozen experts that cannot be solved at once by a million minds that are given a chance to simultaneously tackle the problem. The satisfactions of individual prestige that they have gained, with the enjoyment of expertise must now yield to the much greater chores and satisfactions of dialogue and discovery."



## The powerful and the powerless

**The Real Poverty Report** by Ian Adams, William Cameron, Brian Hill, and Peter Penz, published by M. G. Hurtig Limited, Edmonton, 255 pages, \$8.95 hard cover, \$2.95 paper.

The four young men who prepared this report—Ian Adams, William Cameron, Brian Hill, Peter Penz—were members of the research staff on the Special Senate Committee on Poverty, hired to help produce a report on poverty, its causes and possible solutions. They resigned in April 1971 before the official Senate Committee report was published (LG, Feb., p. 60) because they could not believe the real story of poverty would be told.

**The poor live constantly on the edge of disaster. Any illness, injury, breakdown or layoff, expected or unexpected, will shove a family in poverty over the edge; for part of being poor is to have no security, and no margin for error.** At the same time, the poor are subject to the constant thievery, major or minor, that is inevitable in a society controlled by corporations, misleading advertising, ravenous finance practices, exploitative prices, and shoddy manufacture. The affluent have the resources to protect themselves against this kind of swindling, and so tend to see the dark side of consumerism as a kind of game between the customer and the producer. But for the poor, the sudden breakdown of a new major appliance, or the discovery that a used car will cost a fortune in repairs, may be a catastrophe. And, in fact, the poor

are more likely to buy a defective used car or an unreliable appliance than the rich. They cannot afford to invest in quality, and in the end they pay even for that.

The exploitation of the poor is not limited to areas in which a little counselling from a home economist could prevent it; the poor are badly oppressed, for example, in the housing market, an area in which smart shopping won't compensate for lack of money. According to a survey of a number of families on welfare by the Canadian Welfare Council, the poor on public assistance spend an average of 47 per cent of their budgets on housing (almost twice the 25 per cent considered reasonable)—and the allowances given in welfare budgets for housing don't come close to covering the need. Families on welfare in Canada are more than twice as likely as non-welfare families to be obliged to share their accommodation with others, and the houses available to welfare recipients are substandard in terms of piped water, baths, flush toilets and other things most Canadians consider necessities . . . The problem is probably not that there are not enough decent houses to go around; the problem is that the poor do not have enough money either to rent or to buy them.

There has been some expert suggestion that the poor pay more than the affluent for a lot of things. Canadian data on this question are not available, but an American study suggests that, when the poor do not actually pay more than the affluent for products themselves, they do pay much more stiffly for the credit they need to buy them.

If poverty is tied to a lack of money, then poverty implies a lack of savings. Saving is something you do with money you don't need at the moment, and the poor don't have all the money they need at any moment, much less money they can afford to sit on. In a society that does not provide for its old people, a man at the end of a career without savings is headed for a hard old age. And a young man with a wife and a family, who has not yet reached the years in which he is earning most and has not yet saved enough to buy a house or appliances, will scrape through hard years before he is comfortable. The last factor, in particular, is important, for it leads to the deprivation of children, resulting in inadequate education and poor health. And considerable sociological and psychological literature indicates that a childhood in poverty may produce a kind of "poverty syndrome," an acceptance of defeat and worthlessness that can lock a child, and eventually his children, into poverty forever.



If poverty is inherited, so is wealth; and the more wealth, the more rapid its growth. And, of course, the wealthy have an opportunity to save in the first place, which the poor do not. Once an affluent professional, say, reaches a certain level of savings, his bankroll becomes in effect another source of income—another job, one that will support him splendidly in his retirement, demands no effort, and will never vanish. It will remain, in fact, even after his death, especially if he has done very well; in 1966, more than 65 estates of over one million dollars were passed on, to the tune of \$250 million.

Probably the best way to look at the enormous difference in life styles between the poor and the rich in this country is to look at it from the bottom—to compare what the poor receive with what the rich receive. To do this properly we should have detailed and comprehensive information about just who owns and controls wealth and assets. But in this country it seems that hardly anyone is interested in collecting detailed information on wealth, although welfare payments to the destitute are kept constantly and highly visible.

Consequently, the best proof we have of the estimate of the gap between the poor and the rich is based on an examination of the distribution of national personal income. The average family in the poorest fifth of our society receives only 30 per cent of the average income. If this is broken down a little more, by taking the poorest of the poor, we find that the poorest one tenth receive only 20 per cent of the average income. At the same time, the most affluent fifth of families in our country receive twice the average income; and the top 5 per cent receive an incredible 300 per cent of the national average income.

Analyses of the effect of wealth and economic power on actual political power are difficult to come by; there is no particular reason for the wealthy to describe the techniques of their influence for the benefit of the public. But certainly, a tiny Canadian elite does control a great deal of the Canadian economy, and that is, in fact, almost synonymous with the control of political power in Canada. John Porter, author of *The Vertical Mosaic* discovered that "... 907 individuals residing in Canada shared among them 1,304 (81 per cent) of the directorships in the dominant corporations as well as 118 (58 per cent) of the directorships in the nine chartered banks and 78 (58 per cent) of those in the life insurance companies."

This provides us with an immediate image of how lopsided our society is when viewed through the single dimension of the distribution of national personal income. The figures reveal an enormous gap between the poor and the rich just in terms of income received—a gap that could only become much greater if the missing data on wealth were included.

Even in terms of income distribution alone, there is evidence to show that the gap of inequality is probably even greater than it appears, simply because the affluent have better ways of hiding their income. The disparity shows up this way: Statistics Canada has cross-checked the data received from the Consumer Finance



Survey with those of the National Accounts and has come to the conclusion—after making allowances for a few conceptual differences in both surveys—that certain sources of income are seriously under-reported.

Wages and salaries tend to be almost 100 per cent truthfully reported; 86 per cent of government transfer payments are reported; but investment income, which is concentrated among the rich, is another story. Statistics Canada reports that the wealthy “under-report” their investment income by as much as 50 per cent.

### Unemployment and inflation

When we examine what the federal Government has done to adjust the inequalities in our society, we see that any official intentions have turned out in the end to be no more than the usual liberal rhetoric. There was, for example, a Declaration of War on Poverty in the throne speech of April 1965, and this led to the establishment of a Special Planning Secretariat to co-ordinate federal Government efforts related to poverty. And eight months later, a national conference on poverty was held. But nothing came out of the conference—and that was the extent of the government’s war. Two years later, when the federal Government embarked on an austerity program and cut back government services, one of its first economies was to wipe out the Special Planning Secretariat.

Full employment was promised in the Liberal Government white paper on employment and income of 1946. But successive governments have never lived up to that promise, although politicians consistently talk about it before elections, and it once again became official policy in the 1965 legislation that created the Economic Council of Canada. Some international comparisons make it even more obvious just how badly Canadian postwar governments have done in this area. In 1961, for example, when Canada was experiencing its highest unemployment rates since the depression of the ’30s, other countries—France, West Germany, Great Britain, Japan and Sweden—had unemployment rates substantially below 2 per cent. All of these nations, like Canada, are heavy trading nations; furthermore, in this country during the years 1957 to 1968 the average rate of unemployment was 5.3 per cent.

**These high rates of unemployment were not just the manifestations of unique phenomena like the Canadian winter; they were the result of policies chosen by Canadian governments to fight inflation. And inflation, we**

have seen from the decisions made during 1969 and 1970, has always been regarded as the greater evil. For government policy makers have in effect decided that the structure of the economy offers two black and white alternatives: a high rate of employment (inflation) and a relatively low rate of inflation (unemployment).

Because government policy makers have not adopted substantial programs to deal with structural changes in the economy, and have not planned their policies except as reactions to events, they have been forced to approach the economy on the terms dictated by that trade-off: to fight inflation with unemployment. Given the very high rate of unemployment, they haven’t even done much of a job controlling inflation, when you compare Canada’s rates of inflation and unemployment with other countries. West Germany and the United States have lower inflation rates, while France, Great Britain and Austria have similar inflation rates combined with drastically lower unemployment rates over the period between 1959 and 1968. For 1969 the Canadian Consumer Price Index rate of increase was 4.5 per cent, and in 1970, 3.3 per cent.

This unhealthy preoccupation with inflation has not only created staggering unemployment but has also considerably weakened economic growth. A recent study of these three factors and their inter-relationship suggests that the maintenance of a low inflation rate constricts growth, while the goals of full employment and of rapid economic growth are complementary. This conclusion is supported by a recent American study conducted by the former chairman of the Council of Economic Advisers in a report for the Commission on Money and Credit. The fight against inflation is, of course, complicated by our entanglement with the U.S. economy, given our fixed exchange rate.

The unemployment rate for Canada in 1970 was 5.9 per cent. In February of 1971 there were 677,000 workers officially seeking jobs. Some 100,000 other workers were in manpower training courses, and another 100,000 had dropped out of the official picture of “those seeking employment,” simply because they realized that there were no jobs to be had. **With almost a million workers unemployed, the earnings foregone on all goods and services**



in Canada amounted to a total of about \$2 billion. And more important, this loss was concentrated in the low-income classes. The heaviest weight of the burden of recession is carried by the poor.

And within those low-income groups, unemployment weighs heavily on the young. If one were to look at workers as representing certain values of "human capital"—education, training, apprenticeship and experience—the young, who have the least capital invested in them, are the first to be shaken out of their jobs as unemployment rises. In February 1971, some 20.3 per cent of male members of the labour force aged 14 to 19 were unemployed. And, as everybody knows, unemployment is not distributed evenly across the country; if regional differences are taken into account, one out of every four young men between 14 and 19 in the Atlantic provinces was unemployed in February 1971.

There are many other costs of unemployment, some measurable, others not. For example, in 1970 the Unemployment Insurance Commission paid out more than \$600,000,000 in benefits. Obviously this money could have been used more productively for job development and worker training than as a meagre subsistence benefit.

The costs of inflation are even more difficult to assess. First, it is important to point out that rising prices cannot be taken in isolation; incomes have risen faster than prices. Between 1949 and 1969, family incomes grew an average of 8.4 per cent per year. The Consumer Price Index grew by only 2.8 a cent a year. Obviously, then, there has been a growth in real income, so inflation has not been that serious. The consequences of inflation are alleged to be: the impact on the poor and those with fixed incomes; the negative effect on our international competitive position; and the weakening of overall efficiency in economic growth. A common fear related to the third point is that, when runaway inflation takes place, then total economic collapse is around the corner. Aware that their money is losing value, people will hurry to spend it on goods and services, constantly pushing up the prices of those goods and services in demand.

But according to one of the world's leading authorities in the area, this cycle rarely becomes so serious that it leads to disaster. According to H. J. Brown in *The Great*



**Inflation** "... the general flight from cash is hard to start; and there is evidence that it has never started until prices have doubled in six months or less."

Inflation is thought to harm the national balance of payments by raising the cost of our export products until they can no longer compete with those of other countries. It is also supposed to make imports more competitive in the domestic market. This fear is valid only when there is a fixed exchange rate, which the Government insisted on until 1970, when the rate was temporarily floated specifically to fight inflation.

The final chestnut about inflation is that it hurts those on fixed incomes. The Canadian evidence (Blauer, **Fixed Income and Asset Groups**) shows that: "While it was certainly true that the elderly, the poor and the recipients of transfer income and retirement pension all found their relative income positions deteriorating during periods of rising prices, it was also true that this occurred as well during the periods of price stability. The problem is clearly not that of inflation but of society's grossly inadequate treatment of the elderly and the poor." Whatever harm inflation does to the poor on fixed incomes—pensioners, for example—is clearly the government's responsibility for not attaching sensible escalators to pensions. The alternative is to create a policy of full employment, then to tolerate a moderate level of inflation with adequate protection against its consequences. A full-employment market is of immense benefit to the poor.

Our conclusion is that, contrary to federal government assumptions, and the problem of pensioners aside, **the evidence is overwhelming that the poor are not hurt as badly by inflation as they are by anti-inflation policies that create unemployment.** An American group (Hollister and Palmer, **Impact of Inflation on the Poor**) working on the same problem concluded that "... a drop of one per cent in the unemployment rate would remove a million to a million and a half people from poverty that would not have been removed otherwise." Obviously parallel results could be expected in Canada, for the relationship between poverty and unemployment is no different here than it is in the United States.

### Unions and poverty

Canadian unions certainly talk a good game. At the 1970 convention of the Canadian Labour Congress, for example, it was declared that poverty was a bad thing, that equality was a good thing, and that unions should probably be doing something about both: "The Cana-

dian Labour Congress in convention declares that the elimination of poverty must be a major goal for Canada. The continued development of natural resources, the growth of industry and the increase in productivity must be directed not only at providing greater corporate wealth or improving the income of those who are already well off, but must contribute effectively to raising the living standards of those who are segregated, by their lack of means, from the mainstream of Canadian life. A major redistribution of the national income is essential, with a larger proportion going to those who are classified as being poor ... The trade unions have a role to play. They can and must bring the advantage of trade union organizations and collective bargaining to the large mass of wage and salary earners who are the victims of low wages and inferior conditions of employment."

This, of course, was what trade unions were all about in the first place. For unions grew out of the discovery by workers that concentrated ownership gave industrial bosses great power, and that the only way to match that power was to organize. As John Eleen, Research Director of the Ontario Federation of Labour, has pointed out: "... trade unions were the first armies in the war against poverty. They came into being fighting economic and social injustices." And if anyone suggests that, somewhere along the way, the army fighting the war against poverty eased up a little, the trade union movement is reproachful: "... it is difficult for trade unionists to understand the often-levelled accusation that organized labour is concerned only with the welfare of union members. For from its very beginnings, the trade union movement has been a consistent and articulate spokesman for the weak, the exploited and the helpless—for the unorganized as well as organized workers."

The declarations of the trade union movement are certainly honourable; but in the long run, **the unions may not have done very much for the poor, or to narrow the gap between the poor and the affluent.** Most people assume that unions are involved in a fight to get more of every industry dollar for the workers, and therefore are cutting down on that share of the national product that goes to profit. In fact, nobody has really proved that unions do anything of the kind. Sylvia Ostry, a Director of the Economic Council of Canada, points out that the data necessary to make a historical analysis of the question are not available in Canada, and then notes that: "... a large body of American research supports the view that unions have had a negligible influence in this area, although this opinion is certainly not unanimous."

The relationship between the share of the national product allotted to labour, and the share allotted to profit, may be determined by many things: technological change, for example, or changes in the supply of or demand for labour, or capital, or both. Stephen Peitchinis, a University of Calgary economist, notes that American and British researchers do not agree on the effectiveness of unions in this area, but adds that he can find no proof that unions have any consistent influence at all: "... trade unions may have influenced labour's share of the national income from time to time; but there is no evidence that their political activity (that is, their organizing and bargaining activity) has had any influence on the share in the long run. Whatever gains unions may have made "from time to time" at the expense of other factors of production, by taking advantage of the periodic emergences of hard-market environments, were wiped out when periods of soft-market environment returned. It would appear, therefore, that as long as management has control over factor combinations and product mixes used in processes of production, and as long as, from time to time, the product market permits them to increase prices, occasional income redistributions caused by both economic and non-economic forces will be corrected at the first opportune moment. What we get in the long run, in effect, is a photographic enlargement of the income pie rather than its redistribution..." In fact, **trade unions may have contributed greatly to inequality in the overall wage structure in Canada, by gaining more for union members than the unorganized workers could manage to wring from their employers.**

Unions exist, more than anything else, to get money for their members, so unions tend to set up shop where they have a reasonable chance of being successful. In capital-intensive, non-competitive industries, wage increases are easier to come by; for industries with a high degree of control over their markets and no particular reason to hold down prices will tend to grant wage increases and then pass the tab along to the consumer in higher prices. Some corporate managers, in fact, grant wage increases and then blandly jack up the prices of their products more than the wage increases warrant. Unions can be helpful.

These hefty wage settlements may persuade the managers involved that more machinery is required to reduce the relatively minor share of labour costs involved in their products even further, and so put a lid on the number of jobs in their plants. At the same time, the

constant price increases will force some consumers to look around for partial substitutes for the high-priced monopoly products, or to go without them entirely. And high-wage jobs available to workers moving from low-wage industry vanish.

The rising prices, furthermore, often bring the Government into the act. In times of inflation, federal planners put the screws on the economy, and produce a lot of unemployment. **The workers who become unemployed are generally not the same workers who negotiated the wage increases, and indirectly caused the price increases;** the inflation fighters, as we have pointed out, are generally low-wage workers who are paying the price for the rising wages of unionized workers who have high wages already.

The low-wage workers are generally not unionized because in the peripheral economy, wage increases are hard to make stick, and unions are largely beside the point. The only successful unions in highly competitive industries are those that have managed to tie up an entire industry. (If every business in a competitive industry is unionized, and all can be made to pay higher wages, the competition remains at the same level, and nobody gets priced out of business.)

All other things being equal, corporate managers would probably prefer that unions had never been invented; there is still a kind of hostile hangover from the old days, when the interests of corporations and unions were obviously opposed. Still, it is possible for corporations to accommodate themselves to the existence of unions without too much pain, for unions provide valuable services. They act as safety valves for the workforce and, through grievance procedures, head off trouble before it becomes serious. And they tend to minimize any possibility that government will intervene unless there is a disaster.

Existing unions can, and should, turn their attention to the organization of low-income workers. But that is not enough. **Collective bargaining in Canada is paying off for the powerful, not for the powerless; for bargaining is scattered all over the lot, with no co-ordination within or**



between industries. This produces vast differences in wages and incomes. The way to eliminate these differences is to centralize the collective bargaining process itself.

First, bargaining can be centralized within industries. For example, all textile workers should be organized, and bargain with all textile employers simultaneously, so that unions can deal with any objection from individual manufacturers that they are being put at an unfair and non-competitive disadvantage. This is a beginning. But it leads logically to a second step: centralized collective bargaining across industries, to consolidate workers in one industry with workers in others. This would prevent unions and corporations in high-wage industries from boosting wages faster than or as fast as unions and corporations in low-wage industries, a prevention that is necessary if wage differentials are to be narrowed.

This is not utopian. It is European. In Sweden, for example, through government pressure on labour unions and employers' associations, bargaining at the national level was put into practice, and that bargaining now sets precise guidelines for local bargaining. If Canadian labour and business cannot find the gumption to do this for themselves, and if government cannot force them to do it, there is the alternative used in Holland, where the government assumes final responsibility for wage policies. This is obviously less desirable; the co-operation of labour and business becomes more difficult to obtain when government habitually resorts to a blackjack to ensure it. It is also probably more sensible for Canadian labour and business to push for centralized bargaining unilaterally, than to wait for the provincial and federal levels of government to wrangle through their jurisdictional and constitutional problems, of which they may be counted upon to discover many.

This does not mean that corporations will automatically jump for an economic policy that is aimed primarily at the redistribution of income. But the neatness of centralized collective bargaining should appeal to the corporate mind, for it centralizes disputes and makes prediction of both problems and costs more accurate.

Some economists argue that large wage differentials are necessary to get workers to move from one area or job to another. The Swedes, however, have discovered that there are other ways to attract workers than by bribing them; they argue that large wage differentials can be inflationary, and are in any case inequitable. The Swedes

argue, furthermore, that general equality of wages, natural justice aside, tends to squeeze inefficient firms out of business and makes the economy more efficient; considering that the Swedish economy is a lot more efficient than ours, it is difficult to argue against them.

**The process of centralized collective bargaining will require time to take hold; and to make sure that low-wage workers do not starve before it does, provincial governments should immediately establish a minimum wage, without exemptions, at 60 per cent of the average wage.** (The only province in Canada with a minimum wage now set at this level is Prince Edward Island. One minimum wage for all of Canada, at the moment, is probably unworkable, because of wage disparities between provinces). This proposal is directly related to the establishment of the guaranteed annual income; for an increased minimum wage will make workers more self-reliant and less dependent on the guaranteed income, and that will help to bring down the costs of the program.

It is true that hiking the minimum wage will force some employers to modernize and to close down marginally efficient operations; and this will put some people out of work. But a tight labour market, along with policies to create more high-wage jobs, would ensure that most of these people got work again immediately, and skill training and other programs should be mounted to help those who did not.

Centralized collective bargaining will do a great deal to reduce income inequality; but barriers between low-wage and high-wage industries must be tackled in other ways. Many apprenticeship programs, at the moment, are not as much training courses as screens used by unions to keep workers away from skilled jobs and to protect high wages. This is inexcusable and must be stopped, even—or especially—in professional areas like medicine and the law. Medical schools should start training enough doctors, to meet the needs of society, whether that drives medical salaries down or not. And the other barriers between low-wage workers and high-wage jobs—union entrance requirements, initiation fees, and so on—should be reviewed.

Similarly, unions and employers must work out agreements to allow mothers to work half-day shifts, and integrate those shifts with a systematic provision of day-care centres. These could be run commercially or pub-

lily, with the employer making facilities available. And company pension plans should be made portable by law, and backed up with a decent public pension scheme that would diminish their importance.

## Recommendations

What is required is no less than a national commitment to eliminate poverty and to head this country in the direction of economic equality. That demands that most of Canada at last acknowledge its obligation to provide justice for the poor.

**On education:** The federal Government should attempt to raise the levels of schooling across the country, and to that end should: offer manpower retraining programs for teachers' aides and paraprofessional workers, with guaranteed employment in the system after successful completion of the course; offer premiums in salary to highly qualified teachers willing to work in depressed areas; allocate a major portion of the capital education budget to the renovation of substandard schools and

the construction of new ones; finance research into new techniques of teaching socially disadvantaged children and offer paid sabbaticals to any teacher working in a deficient area to study new techniques and procedures.

**On health:** Medical insurance should be extended to the whole of the population, and should include uniform coverage for all medical expenses, including drugs, dental work, psychiatric and optical services; medical manpower should be drastically expanded and increased financial help given to low-income students; a premium payment should be made to doctors and medical personnel willing to work in family service, or take up practice in medically deficient areas; public health doctors and medical personnel should be given materials, equipment and office space in neighbourhood service centres.

**On social services:** Control over social services must be delivered to public authority, consisting, on the municipal level, of social-planning councils; on the provincial level, public authority should be given to co-ordinating





bodies drawn from social-planning councils; centres should be adequately staffed with representatives of the poor; services should be delivered through neighbourhood centres containing medical and government personnel as well as social workers; a sufficient number of "outreach" personnel should be attached to the centres to report on and plan for emerging social needs in the community; and mobile centres should be set up in rural areas.

**Employment and earning policies** are important; but they are not enough on their own. Canada needs a guaranteed annual income (through the modification of Canada's tax structure) that would ensure that nobody in any category fell below the poverty line and would allow low-income workers to retain some of their earnings. This would be backed up by a compensation system of social insurance that would protect workers against a collapse of their living standards in time of unemployment and sickness, and all Canadians in retirement or disability.

Canada's tax system needs to be turned around. Affluence and poverty should be considered two aspects of the same measure of "command over resources," and the same standards should apply to those who will use the guaranteed annual income and to those who will finance it. Wealth should be taxed. The personal income tax should be fitted to the guaranteed annual income, and it should be made a lot more progressive over the middle- and upper-income range. Canada should stay out of the regressive taxation business as much as possible; and a saving policy should aim at a better distribution of wealth and its benefits.

An affluent society that continues to tolerate widespread poverty and inequality of opportunity is in very real danger of losing its democratic ideals. It was not intended that the arguments and proposals in this book should find their place in the timid attempts at structural reform that are the hallmark of our liberal brokerage politics. We hope instead that they will help to create the will for social and political revolution. The effect of all these policies, from centralized collective bargaining on down, will be to create full employment, with equal or almost equal incomes for workers, and, at last, equal opportunity for all Canadians.

#### **A jobless mother**

The following is reprinted by *The Labour Gazette* with the permission of Roger Appleton, Action Line columnist, from the February 2 edition of the *Ottawa Citizen*.

"I'm a 28-year-old housewife with three children. I've been separated from my husband since 1966. He gives me no money. My financial situation is grim. I applied for a low-rent house in 1968 but didn't get one. I was told my name would be put on the list. Every time I phone to inquire I get the same answer . . . wait, wait, wait. For how long? Ten years? I was working but had to stop due to illness and mental depression. My total income comes from welfare. I haven't been able to buy new clothes for myself or my children for a year, and we can't afford the right kind of food to give us proper nourishment. I hope you can help me, because no one else can, or wants to." Name withheld.

"Although we knew what the answer would be, we asked the Ottawa Housing Authority why you were kept waiting so long. In just one file folder they found 30 applications from unemployed mothers. All have been on the list longer than you. Each one is in just as serious a financial plight. We can't ask the housing authority to jump you in priority. That wouldn't be fair. We can only urge our politicians to please spend more money on low-rent housing and other services for the unfortunate. The politicians would spend enough, of course, were it not for widespread objections to the so-called "socialistic welfare state." Most employed people work hard for their money, sometimes at jobs they don't enjoy. Taxes take away a lot of their income now. They don't want to pay still more. Some will never realize how lucky they are to have the health to work and a job someone will pay decent money for. But maybe they're right and we're wrong. We're willing to be convinced. Here's the problem . . . a young woman with three children and no one to help her look after them. Her health is starting to fail through too much worry and child care. Her job skills are not high. Even if she could work, no employer would pay her enough to support her family properly. Her situation is desperate now, and steadily growing worse. If someone can tell us how this woman can get out of this mess without help, we'll change our mind about the need for low-rent housing, better welfare aid, and other benefits for the poor."

# Labour legislation in 1970-71

## Part 3: Industrial safety

Further progress was made in the development of regulations under the **Canada Labour Code, Part IV (Safety of Employees)**. In addition to the Canada Elevating Devices Regulations, which became effective on January 12, 1971, six more sets of regulations applicable to federal works, undertakings and businesses were issued later in the year: the Canada Machine Guarding Regulations and the Canada First-Aid Regulations (September 14); the Canada Accident Investigation and Reporting Regulations and the Canada Noise Control Regulations (November 2); the Canada Hand Tools Regulations; and the Canada Fire Safety Regulations (November 16 and 23, respectively).

In Newfoundland, temporary hoisting mechanisms used during the construction, repair, alteration or demolition of a building were brought within the scope of the Elevators Act.

Responsibility for the administration of the Prince Edward Island Elevators and Lifts Act was transferred from the Minister of Labour to the Minister of Community Services. At the same time, the administration of safety regulations governing boilers and pressure vessels was transferred to the Department of Labour, Industry and Commerce.

Modern safety regulations issued under the Elevators and Lifts Act, effective September 21, govern the design, construction, installation, operation, inspection, testing, maintenance, alteration and repair of elevators, dumbwaiters, escalators and their hoistways. Exceptions are wharf ramps and elevating devices in private residences.

After an exhaustive study carried out by the Technical Services Branch of the Québec Department of Labour and Manpower in collaboration with the labour inspection service and in consultation with the principal organizations concerned, new regulations respecting safety in public buildings were issued. In addition to extensive, detailed specifications covering all aspects of safety in the layout and construction of all types of public buildings, the new regulations cover hazardous substances, and garages for the repair, inspection and storage of vehicles. Elevators, hoists, dumbwaiters and escalators must conform to the Québec safety code, for such installations and escalators are subject to further specifications for "required exits." Elevating devices that do not meet the safety conditions may be sealed out of use by an inspector.

After the same kind of studies and consultations, **Québec completely revised and replaced the obsolete construction safety regulations under the Industrial and Commercial Establishments Act**. These comprehensive regulations came into force September 1, 1971, and have been produced for distribution as a 60-page booklet. The regulations, taking into account modern construction techniques and materials, set up specific standards as a basic minimum. Progressive up-dating and appraisal is envisaged. In Ontario, an amendment to the general regulations under the Construction Safety Act,



effective June 18, 1971, increases from 7 to 15 feet the limit on requirements for pedestrian protection on sidewalks or other public ways located near buildings that are being constructed, altered, repaired or demolished.

The Yukon Territory forged the last link in Canada's chain of elevator safety legislation with the enactment of the Elevator and Fixed Conveyances Ordinance, which is to come into force on a date fixed by the Commissioner.

**Four provinces—British Columbia, Manitoba, Ontario and Saskatchewan—amended their mines safety legislation.**

The British Columbia Mines Regulation Act amendments modified a number of the general safety rules and added some new provisions designed primarily to improve safety measures for shot-firing, and to require safety brakes and emergency auxiliary manual steering on certain vehicles. A rule added to the section on noise control provides for audiometric tests for hearing acuity, at the expense of the owner, agent or manager, where required by the Chief Inspector. This is done to determine whether or not any hearing impairment exists in any person generally exposed to excessive noise levels.

Under the Coal Mines Regulation Act, no person may be employed at or about a mine for longer than an eight-hour period in any 24 hours. Exceptions are for emergencies, essential work, shift changes and for supervisors and managers.

A further exception has been made by regulation for preliminary exploration of coal measures and development. Permits may be issued by the District Inspector, when authorized by the Minister, allowing employees to work more than eight hours a day, provided that such work does not include driving adit tunnels that extend more than 40 feet from the surface, and sinking shafts deeper than 10 feet below the surface. The permits are valid for one year from the date of issue and are subject to cancellation by the Minister.

**The Manitoba Operation of Mines Regulations were amended** to provide for more secure closure of abandoned workings and to adopt stronger, more explicit ventilation provisions. Workplaces and travelways must be properly ventilated to obviate danger to health, while work that produces airborne contaminants must be isolated from other occupied areas. "Threshold Limit

Values of Airborne Contaminants for 1970," as amended, recommended by the American Conference of Governmental Hygienists, is adopted as the standard.

**The Ontario Mining Act was completely revised**, adapting provisions from five other employment safety Acts and updating the legislation to keep pace with advances in the mechanization of the mining industry. Pits and quarries, and plant and installations used in conjunction with such operations, are included. Hygiene, personal protective equipment, general safety and health, protection from particular hazards, first-aid and eating and washing facilities are all improved in line with modern industrial standards. Work rules forbid "horseplay" and lifting, carrying or moving dangerous weights. Annual medical certification is compulsory for crane workers. Female underground work is regulated in accordance with the ILO convention on Underground Work for Women (1935). Underground work for persons under 18 and all work around mines for persons under 16 is forbidden.

**A thorough revision of the Operation of Mines Regulations (1966) in Saskatchewan added new, improved or extended safety rules.** Mine managers must institute a safety program that includes systematic examination and reporting on the condition of the workings. Fatal accidents must be reported immediately. Those causing serious injury must be reported within 24 hours. Detailed reports of all injuries requiring medical care must be made monthly to the chief inspector. A list of notifiable serious injuries is appended to the regulations. The use of approved personal protective equipment is specified. Detailed rules regarding noise, ventilation, fire, explosives, electrical, hoists, diesel engines, haulage, dust, hazardous substances and medical examinations are included.

In Saskatchewan, concern with the needs of radiation workers was shown in amendments to the Radiological Health Act (re-named the Radiation Health and Safety Act), which came into force on January 1, 1971. The provision that prohibited the employment of pregnant women or persons under 18 was deleted. A newly constituted advisory committee is to advise the Minister of Health respecting the minimum age at which persons may be employed as "occupational workers" in any particular occupation, and the conditions under which females of reproductive age and capable of becoming pregnant may be employed in radiation work.

Detailed new regulations include a table of maximum permissible dosage for different organs, tissue and body parts in rems per year and per quarter. A formula is

provided for age limitation. Under specified conditions, pregnant women may continue working. The Radiation Health and Safety Committee is to review these regulations at intervals of not more than three years and make recommendations to the Minister as indicated by the review.

**The Alberta regulations respecting industrial radiological technicians were amended.** Examination and certification procedures, previously administered by the Department of National Health and Welfare, are now conducted by the Mines Branch of the Department of Energy, Mines and Resources of the Government of Canada. Minimum age for applicants, previously 21 years, is now 18, in line with the amended Age of Majority Act.

The Petroleum Accident Prevention Regulations of Saskatchewan were revised to ensure greater safety in a particularly hazardous industry. In addition to general requirements for places of employment usual in modern accident-prevention practice, the new rules cover hazards pertaining to exploration or drilling for servicing, producing, storing, handling, treating or processing of petroleum or natural gas and drilling or servicing wells.

**The Petroleum Resources Act of Ontario came into force on July 28, 1971, governing the exploration and drilling for, and the production and storage of oil and gas.** The Act incorporates the relative portion of the present Energy Act and the portion that applies to the transmission, distribution, handling and use of hydrocarbons. Appeal provisions are set out, following the recommendations in the Report on the Inquiry into Civil Rights. Among the regulatory powers provided are those for the adoption of safety standards, the keeping of safety records and the making of safety reports. The enforcement provision carries a fine limit of \$10,000.

In Alberta, the explosives safety regulations under the Workmen's Compensation Act, previously amended in 1962, were brought up to date. They govern the storage, handling, preparing and firing of explosives.

Québec issued regulations that require permits for the storage, possession and transportation of explosives and deal with the records required with respect to transactions involving the use of explosives. The Québec Police Force may, at its discretion, issue temporary permits for a period not exceeding 30 days.

Under the Forest Act in British Columbia, fire prevention rules were issued, covering every person carrying on any land-clearing, lumbering, industrial, engineering or construction operations during the closed season in or within one half mile from any woodland. Specified fire-fighting equipment has to be provided, maintained in good order and used for fire-fighting purposes only.

Safety rules cover general preventive measures, stationary engines, power saws, and cutting and welding metals. Schedules list the required number of hand tools and pump units according to the number of men employed.





Revised Workmen's Compensation Board regulations in Saskatchewan were issued for forest accident prevention. The comprehensive regulations replace those of 1957 and introduce numerous new provisions in the light of modern practice in forest operations.

**In Alberta, under the Public Health Act, the regulations for the Protection of Workers from the Effects of Noise were amended, effective May 5,** re-defining the technical methods and criteria for the measurement of noise, including an up-dated permissible noise exposure chart similar to that used in British Columbia. A new provision requires that any establishment in which high noise levels are shown to exist must set up such hearing-conservation programs as may be required by order of the Provincial Board of Health.

Ontario and Manitoba amended their first-aid requirements under the Workmen's Compensation Acts. In the Ontario regulations, which came into effect on January 1, 1971, the major change requires the setting up of first-aid stations, in easily accessible locations, for the prompt treatment of any employee at all times during working hours. Qualified attendants must work in the immediate vicinity.

First-aid stations must have, in addition to first-aid boxes containing specified contents, notice boards displaying the Board's poster requiring employees to report all accidents and receive first aid, and the first-aid certificates of the trained employees on duty. There must also be on view the card recording the date and signature of the person making the quarterly inspections, which are mandatory to ensure that the first-aid equipment is maintained in good condition.

The Manitoba amendments bring first-aid requirements in the province close to those of Saskatchewan. Suitable transportation for injured workers must be kept available by the employer.

Ambulance services regulations, administered by the Manitoba Health Services Commission, were tightened to ensure that ambulances comply with scheduled standards of design, construction and maintenance. Owners must provide the prescribed first-aid equipment and see that clean linen is supplied for each patient. Ambulances must be disinfected when required, must bear a legible "Ambulance" sign and be properly insured. The Commission may require other supplies and equipment,

such as special heaters. Drivers must hold chauffeurs' licenses and attendants, St. John Ambulance first-aid certificates.

**In Prince Edward Island, the Electrical Inspection Act was amended, broadening its application** to include electronic installations, providing for extended regulatory powers and the progressive updating of standards, and strengthening the enforcement provisions.

Under the Electrical Protection Act in Alberta, the Underground Regulations came into force February 10. They govern underground power and joint-use systems, providing definitions and technical specifications.

The New Brunswick Industrial Safety Code, reprinted as a 99-page booklet, is a consolidated, amended and reorganized version of previous safety regulations, including those covering the compressed-air environment and logging. Underwater diving regulations are added.

**In Ontario, the rewritten Industrial Safety Act awaits proclamation.** Principal changes revise administrative procedures and appeals to carry out the recommendations of the McRuer Royal Commission Inquiry into Civil Rights and to co-ordinate with the Statutory Powers Procedure Act, 1971 (providing for hearings of appeals, etc.). Other amendments incorporate into the Act provisions that are in the regulations and, at the same time, the limit on fines incurred for contraventions is doubled to \$10,000. Employees may now refuse to operate any unsafe machine, device or thing. They must then report the condition to the person in charge forthwith and remain in a safe location near their work station, unless otherwise directed or agreed to by the employer. Regulatory powers in the Act are expanded to include the adoption of building standards codes and the provision of suitable facilities for handicapped persons.

In Newfoundland, "silico-tuberculosis mining" was added to the Schedule of Industrial Diseases under the Workmen's Compensation Act. This addition was deemed to have come into force as of April 1, 1951.

The Québec Workmen's Compensation Commission established an Advisory Committee on Industrial Accidents comparable to the Advisory Council on Labour and Manpower. The Committee, composed of workers' and employers' representatives is to study and advise the Commission on questions concerning the prevention of occupational accidents and diseases and the medical and social rehabilitation of injured workers.

# Changes in provincial social assistance legislation in 1971

**There were important changes in all provincial social assistance programs in 1971 as a result of new legislation and of amendments to existing Acts or regulations.**

Changes in provisions related to income and assets affected eligibility in a number of provinces. A number of provinces increased their rates, and some also introduced changes in rates to take account of the special needs of the elderly. Appeal procedures were revised in Alberta and British Columbia and some amendments were made in several other provinces. Participation of users of health and social services was emphasized in new legislation in Manitoba authorizing the establishment of a citizens' advisory council, and an enactment in Québec providing for the reorganization of that province's health and social services. Some of the major changes are summarized below.

## Newfoundland

In Newfoundland, a new Social Assistance Act consolidated the 1962 Act and subsequent amendments and made several changes in the appeal procedures. New regulations dealing with such matters as income and assets, fuel allowances, board rates, allowances for incapacitated persons in homes for special care and a new allowance for elderly persons were issued.

### Appeal procedures

The grounds for an administrative review and for an appeal were extended. Any person, including an applicant for or recipient of assistance, who considers himself aggrieved by a finding or decision of an administrator

concerning the refusal of assistance or the amount of assistance granted may now appeal. Previously, the grounds for a review or an appeal were dissatisfaction with a decision related to the granting, suspension, discontinuance, reduction or resumption of social assistance.

The tenure of the members of the Board was changed. Members are now appointed for one year, but may be reappointed from time to time.

### Eligibility requirements

Eligibility requirements were affected by certain changes in provisions concerning assets and income. The prohibition against granting long-term assistance to a person whose net equity in real property exceeded \$5,000 in rural areas and \$10,000 in urban areas except with the approval of the Minister, was deleted.

Persons receiving short-term assistance are now allowed some income from other sources—up to \$25 for a single adult or for a family of five or less, and \$25 plus \$5 for each person in excess of five up to a maximum of \$50 for families of six or more. The permissible net income for unemployed employable persons during the 30 days preceding application for assistance was raised to \$85 for a single applicant, \$130 for a family of two, \$155 for a family of three, and \$155 plus \$25 for each person in excess of three for a family of four or more.

### Rates of assistance

A new allowance of \$40 a month for special needs was authorized for a person in receipt of the Old Age Security pension and the Guaranteed Income Supplement whose spouse is under 65 years of age, effective April 1, 1971.

The fuel allowance was increased from \$15 to \$20 for the months of January, February, March and April in any year, effective January 1, 1971. The monthly maintenance allowances payable on behalf of needy persons in homes for special care were raised from \$75 to \$90 for ambulatory patients and from \$90 to \$120 for bedridden persons, retroactive to August 10, 1970.



The \$70-a-month board rate and the \$15-a-month allowance for clothing and personal care previously set for persons 18 and over living with non-relatives was made applicable to children 16 and 17 years of age. Formerly, the regulations set a board rate of \$30 and a clothing allowance of \$5 for persons under 18 years of age.

## Prince Edward Island

An amendment to the Welfare Assistance Regulations prohibits the payment of an allowance to a person who is in need solely because he or his spouse is participating in a labour strike or is voluntarily absent from his regular employment because of a strike.

## Nova Scotia

In Nova Scotia, the Social Assistance Act was amended and the Provincial Assistance Regulations were revised.

### The Social Assistance Act

Among other changes, the amendment to the Social Assistance Act broadened coverage and replaced the Assistance Advisory Commission by a new body to be known as the Provincial Assistance Review Board.

Coverage of the provincial assistance program was expanded to include dependent children 18 years of age or over who are pursuing an educational program. Formerly, an allowance on behalf of a dependent child who was attending school was payable only until July 31 of the school year in which he reached the age of 18.

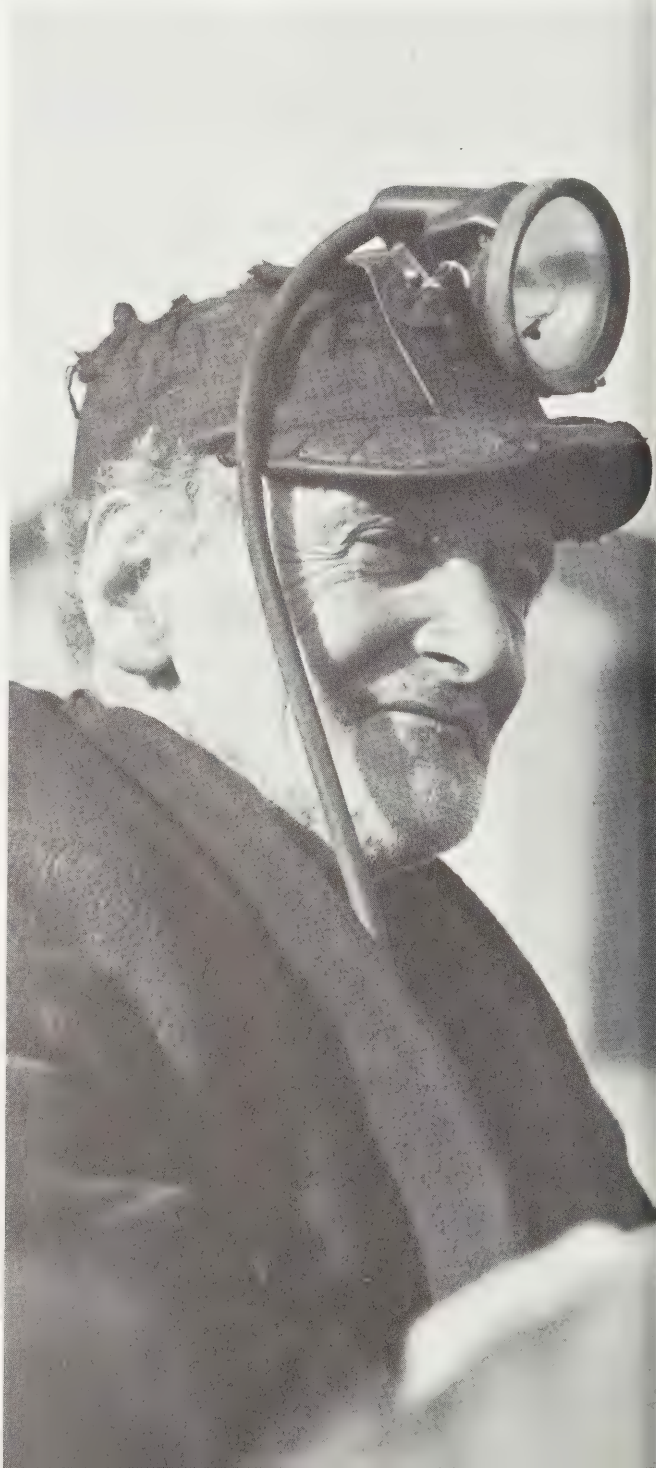
The Provincial Assistance Review Board consists of three or more persons appointed by the Governor in Council. Unlike the Advisory Commission, which was authorized to review all applications for provincial assistance, the new Board may review only those applications that have been rejected by an administrator. It has also some appeal functions and may review and consider appeals from a decision of an administrator before they are forwarded to the appropriate regional appeal board.

### The Provincial Assistance Regulations

The Provincial Assistance Regulations increased rates for certain items of basic need, raised the allowance for foster children and the overall family maximum, and

authorized an allowance for special needs for recipients of the Guaranteed Income Supplement and of the Supplementary Allowance to the Blind Persons Allowance, effective June 1, 1971. These changes affected about 12,800 individuals.

**Rates of assistance:** The budget allowances for food, clothing and miscellaneous essentials were increased by about 15 per cent. The basic monthly food allowance is now \$28 for an adult, \$32 for a child aged 12 to 17 years, \$24 for a child 7 to 11 years, and \$17 for a child



six years of age or under. The clothing allowances were increased to \$10 for an adult, \$11 for a child 12 to 17 years, \$8 for a child aged 7 to 11 years, and \$7 for a child six years or under. The corresponding allowances for miscellaneous essentials are now \$5, \$6, \$5, and \$4.

The overall family maximum was raised from \$175 to \$200 a month. A press release of the Department of Public Welfare stated that, as a result of this change and the increases in the rates for food, clothing and miscellaneous essentials, 4,800 families received increases ranging from \$12 to \$25 a month.

The maximum board rate for aged and disabled persons was increased by \$10 to \$75 a month.

Payments on behalf of foster children were raised by \$10 to \$35 for the first child and \$30 for each additional child. According to the press release, the Minister stated that 1,000 children, who are, for the most part, living with close friends or relatives, would benefit by this change.

New provisions concerning special needs permit up to \$55 a month to be added to a budget, if an applicant or recipient or his spouse is receiving the Guaranteed Income Supplement, and up to \$25 if he or his spouse is receiving a Supplementary Allowance to a Blind Persons Allowance.

## **New Brunswick**

In New Brunswick, the former Department of Health and Welfare was divided into separate departments, the Social Welfare Act was amended, and the Appeals Board established to hear appeals against administrative decisions was reconstituted.

A provision affirming the right of an applicant for or recipient of assistance to "appeal, in accordance with procedures set out in the regulations, any decision relating to his application for assistance or to the amount of assistance provided" was incorporated in the amended Social Welfare Act. Previously, the Act provided only for regulations "prescribing the procedures to be followed in the making of an appeal." The grounds for appeal were set out in the Regulations.

The Appeals Board was reduced in size and now is comprised of a chairman, a vice-chairman and not more than six other members. Previously, the regulations provided for a Board of from 14 to 27 persons.

## **Québec**

In Québec, an Act providing for the reorganization of the province's health and social services was passed, and new regulations under the Social Aid Act dealing with such matters as aid for ordinary needs and for special needs and property qualifications were issued.

### **Health and social services act**

This Act, which is to come into force on proclamation, proposes to reorganize Québec's health services and social services, provides for participation of representatives of users and other groups in the administration of community service establishments and affirms the right of every individual to health and social services without discrimination on racial, religious or other grounds.

Regional health and social service councils are to be established to serve as links between the public, the Minister of Social Affairs and local institutions providing health or social services. New institutions, to be known as "local community service centres," will gradually take over the functions currently performed by health units and emergency services, and will also provide counselling and referral services. Hospitals are to be renamed "hospital centres," and, in future, social service agencies will be called "social service centres" and will provide social action services for persons who require specialized social services. Homes for the aged and disabled, nurseries and day nurseries and other institutions providing lodging, maintenance and various kinds of care or treatment are to be reorganized and renamed "reception centres."

Both the regional councils and the community centres are to be administered by representative-type boards of directors. The board of directors of a regional council must include four members elected by the mayors of the municipalities in the region and two members appointed by the Lieutenant-Governor in Council after consultation with the most representative socio-economic groups of the region. Among the 15 other members will be representatives of the universities, the general and vocational colleges, the local community service centres, the hospital centres, and the reception centres in the region.



The boards of directors of the local centres will include representatives of users, as well as representatives of the public and of professional and non-professionals involved in the provision of services. The board of a local community service centre will have five members who live in the area served by the centre elected for a one-year term by persons who have been provided with health or social services by the centre during the preceding year. Two of the members of the board of a hospital centre or a social service centre are to be elected annually by persons who have been provided with services by the centre during the preceding three years. The board of a reception centre for adults must include two persons elected annually by the clients from among their number, and that of a reception centre for children, two persons elected from among the parents of the children cared for at the centre.

As a further means of promoting participation, every public establishment providing health or social services will be required to hold a public information meeting at least once a year at which residents of the territory served by the establishment are invited to participate.

The Act affirms the right to health services and social services. It states that every person has the right to receive "adequate, continuous and personal health services and social services from a scientific, human and social standpoint, taking into account the organization and resources of the establishments providing such services."

Discrimination is expressly forbidden. Health services and social services must be granted without discrimination or preference based on the "race, colour, sex, religion, language, national extraction, social origin, customs or political convictions" of the applicant or of members of his family.

### **Social aid regulations**

Allowances for ordinary needs: the amounts allowed for food, clothing, household and personal requirements for families with a child 18 years or over who is attending an educational institution and is dependent upon the head of the household for support were increased by \$10 a month, effective July 1, 1971.

Items of special need: an allowance for baby-sitting services is now payable, if it is shown to be necessary to permit a parent to return to work or to obtain or retain employment. The maximum amounts that may be au-

thorized by the local office are as follows: \$2 a day or \$10 a week for one child; \$3 a day or \$15 a week for two children; and \$4 a day or \$20 a week for three children or more.

Allowances for certain other items of special need were increased. Among other changes, the amount authorized for prescription drugs was increased from \$15 to \$25 (from \$50 to \$75 if approved by the regional office). The allowance for prescribed special diets was extended to include an amount of up to \$60 a month for a person undergoing treatment for hemodialysis, subject to the approval of the regional office. The maximum amount that may be allowed for travel and living expenses in connection with medical care was increased by \$50 to \$75, if approved by the local office, and to \$250, if by the regional office.

## **Ontario**

Amendments to existing legislation resulted in changes in Ontario's two major income maintenance programs—the Family Benefits program, a provincial program to help persons in need of long-term assistance, and General Welfare Assistance, a program mainly administered by the municipalities to assist persons requiring short-term aid.

### **Eligibility requirements**

An amendment to The Family Benefits Act substituted the term "foster parent" for "foster mother," thereby making it possible for a foster father to qualify for a provincial allowance on behalf of a foster child. Eligibility requirements for a dependent father with a dependent child were eased with the repeal of the clauses stipulating that such a father must be living with the mother of his dependent child or be a widower or a man whose wife was in a sanatorium, hospital or penal institution or had deserted him. Regulations under The Family Benefits Act, effective April 1, 1971, raised the income limits of old age pensioners eligible for free hospital and medical care by \$250 to \$2,250 for single persons and to \$3,750 for married couples to take account of increases in the Guaranteed Income Supplement.

Administrators of municipal assistance were given greater discretionary authority with respect to single, employable applicants. A single, employable person attending an approved educational institution may be required to submit a written statement from the school authority, certifying that it is desirable for him to continue school. A person under 18 years whose parent is

willing to support him as long as he resides at home is not eligible for assistance if he is living apart and the welfare administrator, after appropriate inquiry, is satisfied that it is not contrary to his best interest to reside with his parent.

### **Rates of assistance**

A new allowance for personal needs due to advanced age was authorized under both the provincial and municipal programs. Under the Family Benefits program, an applicant or recipient is allowed \$30 if he or his spouse, but not both, has attained the age of 65 years, and \$60 if both are 65 years or more. Under the General Welfare Assistance program, the amounts are: \$30 for a single person aged 65 years or more who is not eligible for an Old Age Security pension and for the head of a family, if he or his spouse is under 65 years, and \$60 for the head of a family if both he and his spouse are 65 years or more and either is not eligible for the old age pension.

The comfort allowance payable by the province to needy persons in homes for the aged, nursing homes and similar institutions, and patients in chronic care facilities was increased from \$15 to \$25. The budgetary requirements for patients in chronic-care facilities were extended to include the cost of one or more of the following services approved by the Director of Family Benefits: dental services, dentures, prosthetic devices (including eyeglasses), and clothing.

Effective April 1, 1971, the maintenance allowance payable by municipalities on behalf of needy residents of nursing homes was raised by 50 cents to \$11 a day, and the maximum comfort allowance for such persons was increased by \$10 to \$25.

## **Manitoba**

Manitoba passed The Health and Social Development Advisory Council Act, raised the allowance for personal needs to take account of the special needs of the elderly, and issued new eligibility requirements for applicants for provincial assistance who are taking undergraduate academic or technical training.

### **Advisory council**

The Health and Social Development Advisory Council Act, which is to come into force on proclamation, provides for the establishment of a citizens' advisory council to be known as "The Manitoba Health and Social

Development Advisory Council." The Council is to be composed of at least 19 members appointed by the Lieutenant-Governor in Council and two ex officio members—the Deputy Minister of Health and Social Development and the Chairman of the Manitoba Health Services Commission. At least seven members are to represent the various geographical regions of Manitoba, and seven other members must be representatives of users or consumers of health services or social development services who are not involved in any profession or occupation in these fields. Not less than five members must be employed in professions or occupations concerned with the provision of health or social development services.

Upon request of the Minister or on its own initiative, the Manitoba Health and Social Development Advisory Council may undertake any study, investigation or review of matters related to the provision of health or social services within the Province. It may carry out or have carried out research, and invite and receive or hear petitions, submissions on any related matters. In addition, the Council may be required to: advise on the development of policy goals and objectives for health and social services and on the determination of overall health and social needs and priorities; assess the results of the overall health and social service system; as required, recommend changes to improve the system; and work closely with educational, economic, physical and other relevant planners so that planning may be developed on a co-ordinated basis.

### **Rates of assistance**

The allowance for personal needs was raised from \$12 to \$37.80 for a single or married person who is 65 years or older, and from \$24 to \$60.60 for a married recipient, if both he and his spouse are 65 years or older. The previous allowance of \$12, plus an additional \$5 for each blind person, is still in effect for adults under 65 years of age. For residents of an institution for the aged and infirm who are 65 years of age or more, the allowance for socially active persons remains \$14.21, and the allowance for those who are not socially active is now \$5 instead of \$2.79.

### **Eligibility requirements**

Some additional eligibility requirements were laid down for applicants for provincial allowances who are taking undergraduate academic or technical training. Parental assistance is now considered a financial re-



source for single applicants, and a parent who is unable to provide full support must, when requested by the Director of Social Development, submit a statement indicating the extent of the help he is able to give the student. No applicant, whether married or single, is eligible for assistance unless he is attending an educational institution approved by the Minister of Youth and Education and is taking courses approved by the Director of Social Development and has the goal of gainful employment, rehabilitation or self-support. As a condition of continuing eligibility, the recipient must satisfy the Director of Social Development that he is attending classes regularly and is making satisfactory progress.

## Saskatchewan

An amendment to the Saskatchewan Assistance Regulations, effective April 1, 1971, increased the allowances for personal care and household supplies and the comfort allowance for persons in special-care homes, and authorized an allowance for advocates at an appeal hearing. Another amendment raised the earnings exemption for partially employable persons and single-parent families.

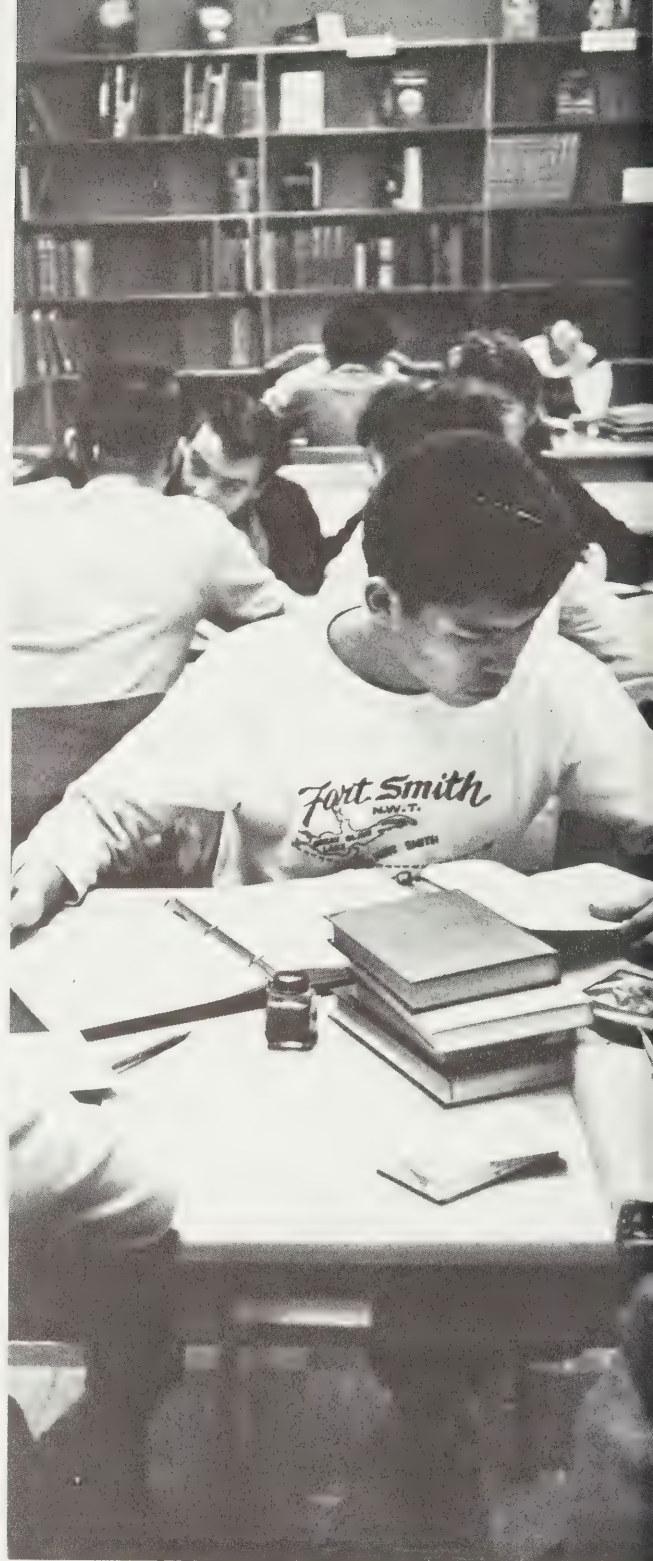
### Rates of assistance

The former allowances for personal care and household supplies were combined and the amounts raised to: \$7 a month for adults, \$1 for a child 14 years or under, \$2 for a child aged 15 to 17 years, and \$3 for a child 18 years or over. These changes resulted in an increase of \$2.15 for single adults, of \$5.90 for married couples, and of \$5.60 for two-parent families with a child four years of age or under. The comfort allowance for needy patients in special-care homes, hospitals, provincial geriatric centres and sanatoriums was increased by \$5 to \$15 a month.

The exercise of the right of appeal was facilitated by a new provision permitting the payment of an allowance on a fee-for-service basis to a person who has been appointed by the Minister of Welfare to represent a client at an appeal hearing.

### Earnings exemptions

To provide a greater incentive for recipients to work to improve their standard of living and eventually become self-supporting, a special earnings exemption was authorized for partially employable persons and for single-parent families where the parent works full time.



For such a recipient, the first \$75 of earnings are totally exempt: in addition, one half of the subsequent earnings of the recipient, his spouse or dependent children under 16 years who are not attending school, up to a maximum of \$25 a month, may also be exempt, pro-

vided that earnings minus the exemption do not exceed the basic budget requirements of the recipient and his dependants. In computing basic budget requirements, transportation costs to and from work up to a maximum of \$15 per month, and costs of baby-sitting and day-care services are included.

## Alberta

During the period under review, Alberta passed The Department of Health and Social Development Act, issued an amendment to the Social Allowance Regulations and revised its appeal procedures.

### Health and social development

The Department of Health and Social Development Act amalgamated the Department of Health and the Department of Social Development, effective April 28, 1971. As well as incorporating most of the provisions of the Acts setting up the two former Departments, the new Act provided for the establishment of composite health and social service plans. The explanatory note attached to the Bill stated that, under such plans, "the functions of various agencies in the field of health services or social services could be combined under one board to serve any particular area of Alberta." A plan of this kind would be based on a proposal prepared by the Minister of Health and Social Development and local health and social service authorities.

### Social allowance regulations

The amendment to the Social Allowance Regulations increased food and clothing rates by small amounts, effective January 1, 1972. For example, the clothing rates for single females and for married couples were increased by \$1 a month to \$10 and \$18, respectively. A mother with one child aged eight years now receives \$56 instead of \$55 for food, and \$19 instead of \$18, for clothing. For a two-parent family with a child six years or under, the food rate was increased by \$1 to \$79, and the clothing rate by \$2 to \$26.

### Appeal procedures

A ministerial order issued in February provided for an administrative review and for a further appeal to a local appeal committee. The order stated that appeal committees would be established in Edmonton, Calgary, Lethbridge, Grande Prairie, Fort McMurray, Red Deer and St. Paul in the immediate future, with other offices

following as soon as possible. Each of these committees is composed of three persons appointed by the Minister, except in Edmonton and Calgary where there are five members.

Until it was to be abolished on July 1, 1970, the Public Welfare Commission, an advisory body composed of senior departmental officials, heard appeals relating to assistance, and any further appeal went to the Minister of Social Development whose decision was final. Under the new system, any applicant for or recipient of assistance may appeal a decision on the grounds that: (a) he was not allowed to apply or re-apply for assistance; (b) his application was denied; (c) assistance was cancelled, suspended, varied or withheld; or (d) the amount of assistance granted was insufficient to meet his basic needs. Any other person or group of persons within the province may appeal if he believes that a recipient or an applicant is or is not eligible for assistance or that the amount of assistance given to a recipient is inadequate or excessive.

Appeals relating to provincial assistance are reviewed by the Regional Administrator, and appeals concerning municipal assistance by the Municipal Authority that made the decision. The administrative review must be concluded as soon as possible and the applicant or recipient must be notified of the results within five days (within 30 days if the appeal is made by any other person or by a group).

If it is impossible to make an immediate adjustment to the satisfaction of the appellant, the appeal is forwarded to the appropriate local appeal committee through the Regional Administrator who is required to arrange for a hearing to be held within 10 days of receipt of the appeal by the appeal committee. The latter may, however, decline to hold a hearing if it considers that a complaint is frivolous or vexatious, and, if so, it must inform the appellant of its decision. Hearings are always in camera and an appellant has the right to present supporting information and witnesses and be represented by another person. If the committee is unable to complete the hearing on the date set, it may adjourn for up to seven days unless a longer adjournment is agreed to by the appellant.

The appellant must be notified immediately of the decision and a copy must be sent to the Director of Appeals. The Regional Office Administrator or the Municipal



Welfare Authority is required to act upon the decision unless it is in conflict with The Social Development Act and Regulations, in which case the circumstances must be reported immediately to the Director of Public Assistance.

## British Columbia

British Columbia increased some social allowances, raised the maximum budget limits for old age pensioners receiving supplementary social allowances, made recipients of War Veterans Allowances and their widows eligible for supplementary allowances, and revised its appeal procedures.

Effective May 1, 1971, the maximum social allowance for permanently and severely physically or mentally disabled persons not eligible for a Disabled Persons Allowance was increased by up to \$30, making the maximum monthly payment \$135. This extra allowance is payable only to single persons living away from home or to heads of households who are already receiving social assistance. The onus is on the individual to apply.

The maximum monthly budget limits for persons receiving supplementary allowances to Old Age Security were increased from \$150 to \$152.20 for a single person, and from \$270 to \$274.40 for a married couple, effective January 1, 1971, and were further increased to \$173.60 and \$302.20, respectively, effective April 1, 1971.

Effective August 1, 1971, recipients of War Veterans Allowances and their widows became eligible for supplementary social allowances, if they were 65 years or more and in receipt of Old Age Security. A spouse or widow also became eligible for free health-care services. The maximum allowance is \$10.60 for a single veteran, \$12.60 for a widow of a veteran, and \$29.20 for a married veteran. The maximum budget limits are \$173.60 for a single person or a widow and \$302.20 for a couple, where both are 65 years or older.

## Appeal procedures

New appeal provisions gazetted on June 17, 1971, added new publicity requirements and gave appellants the right to nominate one member of a board of review. It is now mandatory for the Director of Rehabilitation

and Social Improvement to ensure that every applicant for or recipient of social assistance be informed of his right to apply to the Director for a review of any decision that he considers affects him adversely.

As formerly, appeals are referred to ad hoc boards of review established in the local area, but the composition of the three-member boards has been changed. If the appellant lives in unorganized territory, the board of review is comprised of one person nominated by the appellant who is not related to him by blood or marriage, one person nominated by the Department of Rehabilitation and Social Improvement who is not an employee of any department or agency of the provincial government, and a chairman selected by the other two members. The chairman must not be employed by the provincial government or any of its agencies or by any municipality and must not be related to the appellant by blood or marriage. If the appellant lives in organized territory, the three-member board is composed of one member nominated by the municipality who is not employed by any municipality or by any department or agency of the provincial government, a nominee of the appellant, and a chairman selected by the other two, subject to the conditions described above.

Every decision of a board of review is to be transmitted to the Director who must implement it immediately, unless he considers it contrary to the Act or regulations or contrary to departmental policy, in which case he must refer the decision back to the board with his recommendations for bringing it into conformity with the legislation and/or departmental policy.

A disagreement between a board of review and the Director about departmental policy is referred to the Minister of Rehabilitation and Social Improvement for settlement; a disagreement about the interpretation of the Act is sent to the Attorney General whose decision is final.

# Price indexes

## City consumer, December 1971

**The consumer price index advanced in all regional cities and city combinations between November and December.** Increases ranged from 0.3 per cent in Edmonton-Calgary to 0.9 per cent in Montreal, mainly as a result of increased food indexes in most cities.

Higher prices for many fresh vegetables and most beef cuts contributed to increased food indexes in all regional cities except Montreal and Ottawa. With the exception of these two cities, housing indexes advanced, reflecting increased rents and higher prices for many home furnishings. In ten cities, the recreation and reading indexes declined because of lower magazine subscription rates and reduced prices for television sets, toys and games. Tobacco and alcohol indexes were unchanged from November. The remaining components registered mixed movements across the country.

Regional consumer price index point changes between November and December 1971 were: On the base 1961=100: Montreal +1.2 to 128.9; Toronto +1.1 to 131.6; Winnipeg +1.1 to 131.1; Saint John +.9 to 126.9; Halifax +.8 to 128.2; Ottawa +.7 to 133.0; Saskatoon-Regina +.7 to 125.6; Vancouver +.7 to 129.4; St. John's +.6 to 125.0; Edmonton-Calgary +.4 to 130.3. On the base 1969=100: Thunder Bay +.5 to 105.4; Quebec City +.4 to 105.6.

## Wholesale, December 1971

**The general wholesale index (1935-39=100) advanced 0.8 per cent in December to 295.9** from the revised November index of 293.6. Seven of the eight major group indexes were higher and one declined.

The vegetable products group index rose 1.6 per cent to 236.5 from 232.8 on higher prices for sugar and its products, unmanufactured tobacco and livestock and poultry feeds. An increase of 1.5 per cent to 341.0 from 336.0 in

the animal products group index was mainly because of price increases for livestock, fishery products, fresh and cured meats, and eggs. Higher prices for soaps, detergents and fertilizer materials were responsible for an increase of 0.9 per cent to 240.4 from 238.2 in the chemical products group index. The wood products group index advanced 0.7 per cent to 413.7 from the revised November index of 410.9 on higher prices for newsprint and cedar shingles. An increase of 0.4 per cent moved the textile products group index to 265.7 from 264.6, and the iron products group index to 321.0 from 319.7. The non-metallic mineral products group index rose slightly to 227.6 from 227.4. The non-ferrous metal products group index declined 0.9 per cent to 255.2 from 257.6 on lower prices for copper and its products.

## U.S. consumer, December 1971

**The United States consumer price index (1967=100) rose in December, the first full month after the price-wage freeze by 0.4 per cent to 123.1**, compared with 122.6 in November, and was 4.3 per cent higher than a year ago. About one half the increase was accounted for by items such as fruits and vegetables, that were not and are not under price control. Consumer prices, frozen or controlled for less than half the year, rose 3.4 per cent from December 1970, to December 1971, the smallest increase in four years.

Food prices, partly uncontrolled, rose 1.1 per cent in December, 0.7 per cent after allowance for normal seasonal increases. The sector called non-food commodities rose 0.3 per cent in December after showing no change for the three months of the freeze. An example of a specific item was new cars, whose price was allowed to rise by the Price Commission after the freeze. The other sector, services, rose 0.3 per cent. A sharp post-freeze increase in this area was gas and electric utilities, where rate increases had been approved but were temporarily halted by the freeze.



## Reducing tensions, resolving differences

The Canadian Chamber of Commerce told Prime Minister Trudeau and the Cabinet at the end of January that "every effort should be made to remove as many as possible of the present tensions and obscurities in business-government relationships." President Neil V. German, who led the Chamber delegation presenting its annual policy statement to the Government, said, "Thus business can perform more effectively, prosper, and provide the ever-increasing employment needs of the country. Businessmen, in the main, do have a keen and sustained sense of responsibility toward the well-being of the Canadian economy, the consumer and society."

The Chamber recognized that there will always be times when business and government will have differences of opinion. Mr. German continued, "We suggest, however, that the time is long past when legislation having major economic implications should be tabled without full prior discussion with the business sector regarding practicalities involved. This would help to obviate many of the current difficulties whereby the business community is often faced with the prospect of reacting, after the fact, to ill-thought-out legislation." The Chamber said it would favour the same opportunity being afforded other interest groups.

Mr. German commended the government on some of the enlightened and helpful initiatives taken on behalf of business, such as: personal and corporate income tax cuts; the removal of the 12 per cent federal sales tax on pollution control equipment; initiatives taken for the removal of the U.S. surcharge on Canadian exports; and the efforts made in developing new trade opportunities.

The Government was commended for having eliminated much of the uncertainty in the business community, caused by the process involved in the development of the tax reform legislation, through the introduction of the new Income Tax Act on January 1. "We regret, however," the Chamber said, that there remains a large residue of uncertainty insofar as a number of the Act's provisions are concerned, which uncertainty will, surely, inhibit business efficiency and entrepreneurship for some time to come unless and until these provisions are clarified."

The brief stressed that the proposed Competition Act is giving business serious concern. Certain of the measures not only outlaw long-standing business practices, based on sound economics, but which would also drastically curtail the ability of business to function effectively in an increasingly hostile environment.

The Chamber was disturbed by a number of the provisions contained in the proposed Canada Labour Code, particularly those dealing with technological change. "This attitude," the brief stated, "arose not because our members have an unfeeling attitude toward those affected by technological change but, rather, because the sections in the Bill dealing with this subject would seriously inhibit the technological improvements that must be made if Canadian enterprises are to remain viable in this era of change and increasing competition at home and abroad."

**The Canadian Chamber made the following suggestions for improving business-government relations:** A closer and more open relationship between community Boards of Trade and Chambers of Commerce and parliamentarians. The Canadian Chamber has suggested to these Boards and Chambers that they invite their Members of Parliament to address them, and that each Member of Parliament be invited to engage in plant visits or office visits of local businesses. The Chamber urged the Government to consider employing Advisory Committees in other areas having a direct bearing on the business community. This would help to ensure that much greater use is being made of the expertise and good will of the business community, and thus maximize the benefits deriving from sound business-government interchange.

The Minister of Industry, Trade and Commerce, the Chamber suggested, should properly have a voice in the legislation arising out of other departments that have a bearing on business and industry. The Minister has a prime role in representing the business community at the Cabinet level. Of equal importance, Cabinet Ministers whose departments deal with issues of major importance to business should be prepared to give adequate emphasis to the business point of view. This concept would help to counter any feeling within the business community that much of the legislation, which has a direct bearing on business, is drafted without a full knowledge by either Ministers or their officials of the effects on the businesses that are to be regulated or affected.

The Chamber further recommended that in areas that concern the business process, such as competition policy, tax policy, and employer-employee relations, busi-

ness input be sought as early as possible in the policy formulation process so that before legislation is introduced the views of the business community are at least registered and understood. Experience had shown that when legislation is introduced, the prestige of the Cabinet Minister is behind the Bill and that face-saving considerations are then critical in the event that some provisions prove detrimental or even unworkable.

**The brief pointed out the awareness of the Chamber and the business community in the area of social responsibility and referred to recent Chamber initiatives in some areas of social concern.** Chief among these is the Canadian Unity Program which the Chamber is conducting in conjunction with the Canadian Advertising Advisory Board. This special project is aimed at "deepening the pride of Canadians in the richness of our heritage." It is the intention of the Canadian Chamber, through member Boards and Chambers, to continue to foster mutual understanding among all Canadians. The Chamber is currently conducting a referendum of Boards and Chambers to determine their views on renaming Dominion Day as "Canada Day."

"Operation Placement," aimed at combatting the chronic student summer unemployment program, is about to enter its third year. This program, designed to

assist students to get summer jobs, is conducted by local Boards and Chambers in co-operation with the Department of Manpower and Immigration. The Chamber was encouraged by the response received from its corporate membership to the "Hire a Student" promotion. Several companies have increased their student hiring and designed special programs to maximize student-business dialogue. Although statistics on student hiring practices in 1971 are not yet available, the Chamber predicted that the results will show that the private sector provided a greater percentage of the total number of summer placements than previously.

The Chamber, while committing itself to continue its efforts to reduce the student summer employment problem, warned that as long as the education system is so structured as to place more than a million young people on the temporary labour market simultaneously in May and June of each year, business will be increasingly less able to absorb them. "The sum total of all our initiatives both public and private may be at best only to 'hold-the-line' at present summer student employment levels," the brief said. "Recognizing both its advantages and disadvantages," the Chamber suggested, "much more thought must be given to the semestrial system, not only because of our concern about student summer employment, but also because of the employment needs of the graduating student."

## General Topics

### Unemployment insurance report

**Initial and renewal claims filed for benefit with UIC district offices numbered 144,000 in September 1971, an increase of 15,000 or 12 per cent from the August total.** Compared with the same month in 1970, the current claim load is 23,000 or 19 per cent greater. All provinces recorded more claims than a year earlier.

Initial claims allowed under the provision of the new Act were 59,700, slightly higher than the total for the previous month. Of this number, 54,300 were for regular benefit, while those for special benefit—sickness, maternity and retirement cases—amounted to 5,400.

The number of claimants registered for unemployment insurance benefit reached 433,000 at the end of September,

up 22,000 or 5 per cent from the August comparison. The current registrations are also 41,000 or 11 per cent greater than at the end of September 1970. The proportion of claimants who were males declined from 60 per cent in September 1970 to 56 per cent in September 1971.

Of the current figure, 241,000 claimants or 56 per cent of the total came under the provisions of the new Act. This count included 223,000 registered for regular benefit and 18,000 for special benefit (9,600 sickness, 8,200 maternity and 200 fishing cases).

**A total of \$50.9 million in benefit was disbursed in September, an increase of 11 per cent from the \$46.0 million in August and 35 per cent from the \$37.7 million in Sep-**



**tember 1970.** For the three months above, average weekly benefits amounted to \$42.98, \$39.53 and \$34.11, respectively. Effective June 27, 1971, weekly benefit rates incorporate the Supplementary Unemployment Insurance Benefit of 10 per cent, which was paid from January 3, 1971. This applies to benefit paid under provision of the old Act.

## Employment review

**The seasonally adjusted unemployment rate for December was 6.2,** compared with 6.6 in November, and 6.6 in December 1970. For persons 14-24 years of age, the rate declined 11.0 from 11.4 in November. For men 25 years and over it fell to 5.0 from 5.4, and for women 25 years and over it was 3.5. Regionally, there were reductions in the rates for Québec, Ontario and the Prairies. The rate for the Atlantic region increased and that for British Columbia remained the same.

### Employment

Employment rose to 8,239,000 in December from 8,163,000 in November, in December 1970 it was 7,897,000. The monthly increase occurred in all major age-sex groups: persons 14-24 years of age 36,000; men 25 years and over 16,000; and women 25 years and over, 29,000. Employment for full-time work rose by 50,000, and for part-time work by 22,000. Regionally, there were increases in Ontario, Quebec and British Columbia. The Atlantic and Prairie regions experienced little change.

### Unemployment

The level of unemployment declined to 548,000 in December from 579,000 in November; a year earlier the level was 556,000. The decrease occurred among persons 14-24 years of age, 7,000, and men 25 years and over, 19,000. By duration, there was a slight increase in unemployment for persons seeking work for less than one month, and a marked decrease for persons seeking work for more than one month. The largest decline was in the 1-3 month category, 29,000. Regionally, unemployment declined in Ontario 21,000, and Quebec 12,000. Other regions showed smaller changes.

## Unemployment insurance fund

During December 1971, 25,689 investigations were finalized across Canada. Of these, 6,246 were on-premises investigations, 1,173 were selective investigations and 6,624 were special survey investigations to verify the fulfilment of statutory conditions. The remaining 1,043 formal investigations and 10,603 post-audit in-

vestigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,744. Prosecutions were begun in 67 cases, all against claimants. This does not include employer prosecutions initiated by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in December totalled \$57,009,818.57 compared with \$59,943,126.60 in November and \$55,101,007.15 in December 1970. **Benefits paid in December totalled \$102,378,505.14 (\$83,011,309.00 under the new Act), compared with \$69,449,959.46 (\$48,478,226.00 under the new Act) in November and \$60,238,738.25 in December 1970.** The balance in the Fund on December 31, 1971 was \$235,504,985.12 compared with \$280,873,671.69 at the end of November and \$473,175,760.39 at the end of December 1970.

## April credits

**Labour Legislation in 1970-71,** Part 3, p. 181, was prepared in the Legislative Research Branch of the Canada Department of Labour.

**Unemployment insurance report,** p. 195, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

**Certification before the CLRB,** p. 198, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour,** p. 197, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** NFB: Cover, p. 167, 168, 171, 173, 175, 179, 183, 186, 190. The Public Archives of Canada: p. 165.

# Conciliation

During January the Minister of Labour appointed conciliation officers to deal with the following disputes:

Western Cartage & Storage (1962) Limited, Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Officer: George W. Rogers).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

Northland Shipping (1962) Ltd., and Northland Navigation Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: George W. Rogers).

Hendrie and Company Limited, Toronto, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: Kenneth Hulse).

Aluminum of Canada Ltd. (ALCAN) Port Alfred, Qué., and the national syndicate of employees of Aluminum of Canada Ltd. (CNTU) (representing employees of Transport Division; gatemen and patrolmen, and office employees) (Conciliation Officer: G. R. Doucet).

MacCosham Van Lines (Calgary) Ltd., Calgary, Alta., and General Teamsters, Local 362 (Conciliation Officer: George W. Rogers).

**Settlements by conciliation officers.** British Overseas Airways Corporation, Toronto, Ont., and International Association of Machinists and Aerospace Workers (Conciliation Officer: H. A. Fisher) (LG, March, p. 146).

Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont., and American Federation of Grain Millers, Local 313 (Conciliation Officer: H. A. Fisher) (LG, March, p. 146).

**Conciliation boards appointed.** Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing technical employees) and Local 504 (representing clerical employees) (LG, March, p. 146).

Millar and Brown Ltd., Cranbrook, B.C., Canadian Freightways Limited, Calgary, Alta., and Loisselle Transport Ltd., Vancouver, B.C., and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31, 362, 181, 395 and 979 (LG, Feb., p. 90).

**Conciliation board fully constituted.** The Board of Conciliation and Investigation established to deal with a dispute between Detroit and Canada Tunnel Corporation, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America—UAW, Local 195 (LG, Feb., p. 90) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee David I. McWilliams, Q.C., Windsor, and union nominee George Burt, Kingsville, Ont.

**Settlement reached after board procedure.** Alaska Trainship Corporation and Seafarers' International Union of Canada. (Settlement reached with the mediation assistance of D. H. Cameron) (LG, March, p. 147).

**Conciliation board report received.** Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (LG, Jan., p. 44). (Full text appears in Supplement No. 1, 1972).

**Strike action.** Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians. (A rotating strike began in January affecting selected CBC production centers across the country) (see above).



## Certification

The Canada Labour Relations Board met for two days during January. It issued Reasons for Judgment in three of nine applications for certification granted, ordered one representation vote, granted one application for revocation of certification and issued Reasons for Judgment rejecting one other such application. During the month the Board received eight applications for certification.

**Applications for certification granted.** Seafarers' International Union of Canada on behalf of a unit of unlicensed employees employed upon the vessel "Irvingwood" by Kent Line Limited, Saint John, N.B. (Reasons for Judgment issued as Supplement No. 1, 1972) (LG, Nov. 1971, p. 746).

General Truck Drivers and Helpers, Local 31, General Teamsters Union Local 181, General Teamsters Local 362, Chauffeurs, Teamsters and Helpers Local 395, General Drivers, Warehousemen and Helpers Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees (excluding owner-operators) of Millar & Brown Ltd., Cranbrook, B.C. (Reasons for Judgment issued as Supplement No. 1, 1972) (LG, Nov. 1971, p. 747).

General Truck Drivers and Helpers, Local 31, General Teamsters Union, Local 181, General Teamsters Local 362, General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Alltrans Express Ltd., Burnaby, B.C., based at Burnaby and Terrace, B.C., Calgary and Edmonton, Alta., and Winnipeg, Man. (LG, Nov. 1971, p. 747).

General Truck Drivers and Helpers, Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees (excluding owner-operators) of Canadian Freightways Limited, Calgary, Alta. (Reasons for Judgment issued as Supplement No. 1, 1972) (LG, Nov. 1971, p. 747).

International Association of Machinists and Aerospace Workers on behalf of a unit of mechanics employed at the Montreal International Airport, Dorval, Qué., by Lufthansa German Airlines.

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of stockroom employees of Maislin Transport Limited at La Salle, Qué. (LG, Jan., p. 41).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and mechanics employed at the Toronto Terminal of Roberval Express Limited, Chambord, Qué. (LG, Jan., p. 42).

Building material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of engine watchmen employed by The British Yukon Railway Company, Whitehorse, Y.T. (LG, Feb., p. 89).

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and yardmen of Midland Superior Express Limited, Calgary, Alta., working in and out of its terminal at Lynn Lake, Man. (LG, Feb., p. 89).

**Applications for revocation.** The Board rejected an application made by the Association des Employés de CJTR Radio Trois-Rivières Limitée for revocation of the order of certification issued by the Board of February 17, 1971, which certified Le Syndicat des Journalistes de Montréal as the bargaining agent of a unit of employees of CJTR Radio Trois-Rivières Limitée, Trois-Rivières, P.Q. (Reasons for Judgment issued as Supplement No. 1, 1972) (LG, Jan. 1971, p. 50; May 1971, p. 329).

The Board granted an application made by Gagnon Air Service Ltée, Chicoutimi, Qué., for revocation of the order of certification issued on December 16, 1970, to the syndicat des Employés de l'aviation régionale (CSN). The Board found that the Syndicat had abandoned and failed to discharge its responsibilities as bargaining agent for the unit of employees for which it had been certified (LG, Feb., p. 89; 1970, p. 881; March 1971, p. 192).

**Representation vote ordered.** Cartage & Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Lapointe Transport Limitée, Longueuil, Qué., respondent. A number of employees within the proposed unit intervened to contest the application (Returning Officer: J. J. de G. Loranger) (LG, Feb., p. 89).

**Applications for certification received.** Teamsters, Chauffeurs, Warehousemen & Helpers, Local 91, Transport Drivers, Warehousemen & Helpers, Local 106, General Truck Drivers, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Capital Transport Limited, Ottawa, Ont. (Investigating Officer: J. G. Hoba).

General Truck Drivers and Helpers Union, Local 31, General Teamsters, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Yukon Freight Lines Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Syndicat des Employés de C.H.N.C. New Carlisle (CSN) on behalf of a unit of employees of Compagnie Gaspésienne de Radiodiffusion Limitée, New Carlisle, Cte. Bon., P.Q. (Investigating Officer: M. Archambault).

Canadian Telecommunications Union, Division No. 1, United Telegraph Workers on behalf of a unit of radio technicians employed by Canadian Pacific Limited, Montreal, Que. (Investigating Officer: J. J. de G. Loranger).

General Truck Drivers & Helpers, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Davinder Freightways Ltd., Duncan, B.C. (Investigating Officer: G. W. Rogers).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees Radio Cape Breton Limited, Sydney, N.S. (Investigating Officer: R. L. Kervin).

Cartage & Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Dubuc Tank Lines Limited, Montreal, Qué. (Investigating Officer: M. Archambault).

Canadian Air Line Employees Association on behalf of a unit of employees employed in Canada in the finance branch of Air Canada, Montreal, Qué. (Investigating Officer: H. A. Fisher).



## IAM membership poll

The International Association of Machinists and Aerospace Workers in Canada has just completed a comprehensive membership survey. In the first week of October 1971, questionnaires were mailed to more than 800 IAM members selected at random by a computer, based on every thirtieth name of the membership mailing list. Because of differing factors affecting membership in Québec, these members were not included in the poll. A special poll of the Québec membership may be taken later.

The response to the survey was 24.62 per cent of those polled. The IAM has more than 53,000 members in 170 locals in Canada. Thirty of its locals are in Québec.

The poll revealed that the majority of the members like their work, but most (65 per cent) rarely or never attend union meetings. The weighted average of those replying showed that members earn \$4.05 an hour.

### Here are the complete results of the survey expressed in percentages:

On the whole, would you say you like your work?

|                     |    |
|---------------------|----|
| A great deal.....   | 50 |
| A little .....      | 38 |
| Not very much ..... | 11 |
| Not at all.....     | 1  |

How often do you go to union meetings?

|             |    |
|-------------|----|
| Always..... | 12 |
| Often ..... | 23 |
| Seldom..... | 53 |
| Never.....  | 12 |

Do you know the name of your shop steward?

|          |    |
|----------|----|
| Yes..... | 94 |
| No.....  | 6  |

Have you ever gone to him?

|          |    |
|----------|----|
| Yes..... | 63 |
| No.....  | 37 |

If you had a problem at work, do you feel the grievance procedures would do an excellent, pretty good, only fair, or poor job of taking care of it?

|                  |    |
|------------------|----|
| Excellent.....   | 14 |
| Pretty good..... | 44 |
| Only fair .....  | 27 |
| Poor .....       | 14 |

What kind of job would you say the leaders of your local union are doing?

Excellent ..... 10  
 Pretty good ..... 43  
 Only fair ..... 29  
 Poor ..... 16  
 Not sure ..... 2

Do you feel that a person should have to join a union in order to get a job where you work?

Yes ..... 70  
 No ..... 28  
 Not sure ..... 2

If not, should they still have to pay union dues?

Yes ..... 65  
 No ..... 22  
 Not sure ..... 5  
 Refused to reply ..... 8

Do you see yourself as middle class or working class?

Middle class ..... 30  
 Working class ..... 70

Do you feel that your union should take a position on issues that are not related to work—such as pollution, housing, public transit—or do you feel it should restrict itself to things related only to work?

Should take other positions .... 40  
 Should restrict itself ..... 50  
 Not sure ..... 10

Do you feel that unions are behaving in a responsible way when they ask for higher wages?

Yes ..... 66  
 No ..... 23  
 Not sure ..... 11

In the last bargaining round, was what your union settled for too much, too little or just right?

Too little ..... 35  
 Just right ..... 56  
 Not sure ..... 9

What approximately is your hourly wage?

\$1.50-1.99 ..... 1  
 \$2-2.49 ..... 3  
 \$2.50-2.99 ..... 12  
 \$3-3.49 ..... 11  
 \$3.50-3.99 ..... 20  
 \$4-4.49 ..... 22  
 \$4.50-4.99 ..... 10  
 \$5 plus ..... 18  
 Pensioner ..... 3

Do you feel that laws passed by provincial or federal governments affect your standard of living?

Yes ..... 75  
 Very little ..... 18  
 No ..... 2  
 Not sure ..... 5

Do you feel unions should support a political party or not?

Should support ..... 38  
 Should not support ..... 52  
 Not sure ..... 10

In politics, do you normally think of yourself as:

Liberal ..... 16  
 NDP ..... 42  
 PC ..... 11

Social Credit ..... 4  
 Independent ..... 10  
 Not sure ..... 10  
 Refused to answer ..... 7

If you feel they should support a political party, which one do you feel it should be?

Liberals ..... 4  
 NDP ..... 87  
 Conservatives ..... 3  
 Social Credit ..... 1  
 Not sure ..... 5

In the last federal election (1968) did you vote:

Liberal ..... 27  
 NDP ..... 36  
 PC ..... 12  
 Social Credit ..... 3  
 Did not vote ..... 16  
 Refused to answer ..... 6

If a federal election were held today, would you vote:

Liberal ..... 15  
 NDP ..... 45  
 PC ..... 11  
 Social Credit ..... 2  
 Not sure ..... 20  
 Refused to answer ..... 7



# Railway arbitration

Six disputes were dealt with by the Canadian Railway Office of Arbitration on December 14, 1971. Grievances were dismissed in four cases and two grievances succeeded.

**Case No. 325:** Dispute between the Québec North Shore and Labrador Railway and the Brotherhood of Maintenance of Way Employees over the discharging of a section foreman.

A passenger train that usually carried men working on the line to a terminal on Fridays was cancelled because of an illegal strike by members of another union. When this was announced, a section foreman said that he would incite employees not to work on the weekend. Although the crew said they would not work, they were persuaded to do so on the Saturday. On the Saturday night, the motorcar for which the section foreman was responsible disappeared.

Later, two cars carrying a group of men were flagged down at a junction 120 miles from their base. The grievor was on the lead car and acted as spokesman for the group. The roadmaster told him that he was suspended and that he and the others should remain at the junction where accommodation was available. They continued on.

The arbitrator said that the section foreman "obviously misconducted himself in a most serious way. He incited employees to what would have been an illegal strike, he took the motorcar without authorization, he moved it on the track without obtaining the permit that he well knew was required, and he paid no heed whatever to the proper instructions of his superiors." He agreed that this "unauthorized joy-ride" was a serious offence and "merited the most severe discipline." The union argued that the company's failure to provide the usual passenger train was the cause of the incident. But this cancellation did not justify the grievor's behaviour, said the arbitrator. He agreed with the company's decision to discharge the section foreman.

**Case No. 326:** Dispute between the Québec North Shore and Labrador Railway and the Brotherhood of Maintenance of Way Employees over the discharge of an employee.

As in Case No. 325, the section foreman took a motor car without authorization. In this case, the grievor and another foreman drove the car about 39 miles along the track where he stopped to ask the roadmaster at that point for permission to proceed further. Permission was refused and he was told to take the car off the track and leave it there. He did so. The foreman was later discharged.

The arbitrator said that the foreman had committed a serious error in taking the vehicle but he disagreed with the severity of the punishment. He said that a suspension of two months would have been enough, and asked that the foreman be reinstated and be compensated for his loss of earnings for the period from two months after his discharge.

**Case No. 327:** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over pay for layover time.

The crew were required to stay in service beyond the hours or days shown on the Operation of Run Statement. They left their home terminal and arrived at their destination as scheduled. Rest was deducted for their stay at the away-from-home terminal. They departed for home, but because of a derailment, they had to return to their departure point. They left again the same day. The union asked for layover pay.

The run statement gives an example of a delayed operation that does not provide for the deduction of rest on that day. The company said, however, that this provision did not apply "in respect of time released from duty." But the agreement makes clear, said the arbitrator, that "where employees are still in service on days when they would otherwise expect not to be, no rest is deductible." If events had gone as scheduled, the day would have been a day of layover at their home terminal. "It would be no solace to them to be told they were 'out of service' for that time, for their being in that location at all was the direct result of the delay referred to in the agreement." The company then argued that rest is only provided "with respect to night hours."

The arbitrator said that it is not a "question of whether employees in fact rest at any particular time but rather one of the amounts of time with respect to each day of the operation, to be deducted from the time for which employees may claim payment." The agreement shows several instances of days for which no rest is deductible. "This is not to say that the employees may not rest on such days, it is only the method which the parties have

agreed to for compensating employees in the situations to which the article applies." The arbitrator said that the article did apply in this case and he allowed the grievance.

**Case No. 328:** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the dispatching of crews.

Because of a derailment, crews arrived at their home terminal out of the order of their departure. They were then dispatched in order of their arrival. The union disagreed with this procedure. The company relied on an article of the agreement that says: "When the sequence of an operation is disrupted at the home terminal for whatever reason, such operation will be restored on a 'first in, first out' basis, and crews will continue in this sequence when normal operations are resumed." The arbitrator said that crews that left before the derailment were delayed in returning, crews that left after the derailment returned much more quickly than expected. "Accordingly, the company quite properly dispatched a crew that had arrived earlier rather than the crew that had just arrived, even though the latter would, in normal circumstances, have gone out on that day." He dismissed the grievance.

**Case No. 329:** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the implementation of a new control system at an express office.

An agreement had been reached to establish the classification of Vehicle Service Clerk to receive customer

calls for the picking up of parcels and freight and to relay these calls to motormen. Four years later, the company implemented a new control system under which the clerks continued to receive the calls; but then they were to relay them to a non-scheduled grid controller who did the dispatching. The union claimed that the company was transferring work from a member of the bargaining unit to others, thus violating the collective agreement. The arbitrator found no provision in the collective agreement prohibiting this alteration and said that the agreement about the clerks was not a part of the agreement. He said, however, that the letter of agreement contained "assurances that the 'main functions' of supervisors would not be to perform bargaining-unit work." The work in question was not a 'main function,' he said. He dismissed the grievance.

**Case No. 330:** Dispute between CP Rail and the United Transportation Union over the cancellation of an assignment.

A crew was called to assist a crew whose engine had broken down. They reported for duty, but before they left, the other engine was restored to working order. The assignment was then cancelled and they were paid for 37.5 miles in accordance with a provision of the agreement. The union asked for a day's pay. The agreement says: "When trainmen are called and cancelled, they will be paid through freight rates with a minimum of 37.5 miles if cancelled after reporting for duty and 18.75 if cancelled before reporting for duty . . . Trainmen held for duty and not used . . . will be paid 100 miles . . ." The grievors' assignment, in this case, was cancelled after reporting for duty and they did not take out "a run." The arbitrator agreed with the pay given by the company. He dismissed the grievance.

## Decisions of the umpire

**CUB 3024:** The claimant, 20 years of age, filed an application for benefit in which he indicated that he was last employed as a rug cleaner from April 25 to July 4 of the same year. He "quit his job as he did not get along with his boss." On the evidence before him, the insurance officer notified the claimant that he was disqualified from receiving benefit under the Act from July 5 to August 15 as he had left his employment voluntarily "without just cause."

The employer reported to the area office that "the difference of opinion over hair style caused the claimant to resign." This report had not been received in the area office at the time of the insurance officer's decision. The claimant subsequently appealed to the board of referees, stating that when he was hired he had a beard, a moustache, fairly long hair, and there was nothing said about it. A few months later, the employer asked him to



shave or get a haircut. The claimant complied with that request and got his hair cut "reasonably short," but he was told later that it was not short enough.

In addition, the claimant said that, on one occasion, he was sent to get coffee for the staff. When he gave the owner his coffee, the latter asked him why he did not get any for the other employees, to which the claimant replied "I did." A short while later, the employer told the claimant to have another haircut, or leave. By then, the claimant was so exasperated over the whole matter, that he quit his job.

The claimant was not in attendance when the board of referees convened. The majority of the board accepted the claimant's statement that he quit his job "because he did not get along with his boss." They, therefore, came to the conclusion that he had left his employment voluntarily on July 4, without just cause. By a majority decision, the board dismissed the appeal. The dissenting member stated that his colleagues did not agree with his suggestion that additional information be requested from the former employer, based on the fact that the claimant had mentioned in his appeal that the employer had issued the ultimatum "get another haircut or leave."

The dissenting member felt it was a person's privilege to wear his hair in any manner that was acceptable to his employer at the time of his hiring; that there was no evidence before the board suggesting the claimant had radically changed his appearance; and that, therefore, the ultimatum was unjust. The claimant then appealed to the Umpire. In reply to a request for additional information, the former employer advised the area office by telephone that he had no objection to long hair, provided that it was neatly kept; that when the claimant was hired, his hair was collar length, and both his hair and beard were clean and kept neatly trimmed. The employer had been vacationing, and upon his return, he noticed that the claimant's hair and beard were very untidy. He then asked the claimant to have them trimmed, and this the claimant did. Some two weeks later, the claimant was again requested to have his beard and hair trimmed "or he would have to leave." The claimant quit his job.

The employer stated that the claimant should not have had to be told a second time about this untidy condition, but should have gone to the barber shop of his own accord. While the claimant worked in a servicing department, he was frequently required to be in the employer's store, and this was the reason why his appearance had to be neat, as on these occasions he was in the view of customers.

The former employer advised also the area office that he was quite willing to hire boys with long hair, if he thought he could help them, as long as they did their share toward keeping themselves presentable.

The Commission's Chief, Entitlement Determination submitted observations that read in part: "When the employer first requested the claimant to have his hair cut and the claimant complied, it was reasonable for him to expect that the claimant would continue to keep his hair at an acceptable length. The employer's second request to the claimant, which was made some weeks after the first request, was therefore not a request to have his hair cut shorter than he had cut it the first time, as indicated by the claimant in his appeal to the Umpire, but a reminder to him to have his hair cut regularly and maintained at an acceptable length.

"The employee, having complied with the first request of the employer, accepted the fact that a certain standard of appearance was required of him. Under the circumstances, it does not appear that the second request of the employer was unreasonable or an infringement on the claimant's liberty. Neither was it a new condition of work being placed on the claimant or a withdrawal of a long-standing condition. It is therefore considered that the claimant acted hastily and that he did not have just cause for refusing to carry out his employer's request or for leaving his employment without assurance of other work."

The umpire wrote in his report: "These are days when there is a large volume of unemployment of young people, and it is often difficult for them to find employment. I think that the claimant acted rashly and not in his own best interests when he left his employment without having any other job to go to and put himself in the ranks of unemployed persons. His preference of unemployment and unemployment insurance benefit over the employment he had is not justifiable. He did not have just cause for voluntarily leaving his employment. The disqualification imposed by the insurance officer is upheld and the appeal is dismissed."

# Publications in the library

## List No. 277

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public etc.) or directly if there is no local library. Please indicate the publication numeral, and the month listed, when requesting loans.

### Accident prevention

**No. 1—Canada. Department of Labour. Accident Prevention and Compensation Branch.** Canada safety inspection guide; a guide respecting the conduct of safety inspections in workplaces subject to the Canada Labour Code, Part IV, for the purpose of ensuring compliance with its regulations. [Ottawa, 1971] 102 p.

### Bank employees

**No. 2—Bossen, Marianne.** Manpower utilization in Canadian chartered banks. [Ottawa, Information Canada, 1971] 60 p.

### Business

**No. 3—Conference Board.** Business and the development of ghetto enterprise, by James K. Brown and Seymour Lusterman. [New York, 1971] 105 p.

**No. 4—Conference Board.** Planning and forecasting in the smaller company, by Jeremy Bacon. New York, 1971. 30 p.

**No. 5—Davis, Keith.** Business, society, and environment: social power and social response [by] Keith Davis [and] Robert L. Blomstrom. 2d ed. New York, McGraw-Hill [c1971] xii, 460 p.

**No. 6—Economic Council of Canada.** Business education and faculty at Canadian universities, by Max von Zur-Muehlen. [Ottawa, Information Canada, 1971] 269 p.

**No. 7—U.S. Small Business Administration.** Starting and managing a small retail jewelry store. Washington [G.P.O., 1971] 78 p.

### Corporations

**No. 8—Dickerson, Robert W. V.** Proposals for a new business corporations law for Canada, by Robert W. V. Dickerson, John L. Howard [and] Leon Getz. French translation supervised by Robert J. Bertrand. [Ottawa, Information Canada, 1971] 2v. Contents: v.1. Commentary. v.2. Draft Canada business corporations act.

**No. 9—Litvak, Isaiah A.** Dual loyalty; Canadian-U.S. business arrangements, by I. A. Litvak, C. J. Maule and R. D. Robinson. Toronto, McGraw-Hill [c1971] xi, 242 p.

**No. 10—Tugendhat, Christopher.** The multinationals. London, Eyre & Spottiswoode [c1971] xiii, 242 p.

### Corporations, Government

**No. 11—Mathias, Philip.** Forced growth; five studies of government involvement in the development of Canada. With an introduction by Abraham Rotstein. Toronto, Lewis & Samuel, 1971. xii, 180 p.

### Economic conditions

**No. 12—Kuznets, Simon Smith.** Economic growth of nations; total output and production structure. Cambridge, Mass., Belknap Press of Harvard University Press, 1971. xii, 363 p.

**No. 13—Organization for Economic Cooperation and Development. Economic Policy Committee. Working Party No. 4.** Present policies against inflation, a report. [Paris, 1971] 43 p.

**No. 14—Schultze, Charles L.** Setting national priorities, the 1972 budget [by] Charles L. Schultze [and others] Washington, Brookings Institution [c1971] xix, 336 p.



## Economics

**No. 15—Cairncross, Alexander Kirkland.** Essays in economic management. London, Allen & Unwin [c1971] 219 p.

**No. 16—Rao, Potluri M.** Applied econometrics [by] Potluri Rao [and] Roger LeRoy Miller. Belmont, Calif., Wadsworth Pub. Co. [c1971] x, 235 p.

## Employees—training

**No. 17—Patten, Thomas Henry.** Manpower planning and the development of human resources. New York, Wiley-Interscience [c1971] x, 737 p.

## Employees' representation in management

**No. 18—Adizes, Ichak.** Industrial democracy: Yugoslav style; the effect of decentralization on organizational behavior. New York, Free Press [c1971] xxi, 297 p.

## Industrial relations

**No. 19—Conference on Labour, New York University. 23rd, 1970.** Proceedings. Thomas G. S. Christensen and Andrea S. Christensen, editors. New York, Matthew Bender [1971] 455 p.

**No. 20—Great Britain. Commission on Industrial Relations.** Facilities afforded to shop stewards. London, H.M.S.O., 1971. 60 p.

**No. 21—Rowe, David Knox.** Industrial relations management for profit and growth. [New York] American Management Association [1971] xii, 337 p.

## Labouring classes

**No. 22—Cole, Robert E.** Japanese blue collar; the changing tradition. Berkeley, University of California Press, 1971. xi, 300 p.

**No. 23—Deeny, James.** The Irish worker; a demographic study of the labour force in Ireland. Dublin, Institute of Public Administration [c1971] xi, 97 p.

**No. 24—Ontario White Collar Conference Toronto, 1971.** [Report. Ottawa, White Collar Committee, Canadian Labour Congress, 1971] Iv. (various pagings)

Larry Sefton, chairman. Contents: White-collar organizing challenges, by W. Donald Wood. New trends in white-collar employment, by Russell Bell. White-collar organizing in manufacturing [panel discussion]. White-collar organizing in the public sector [panel discussion]. Trade union educational needs of white-collar locals [panel discussion]. Problems of the law in white-collar organization [panel discussion]. Relationship between white-collar and blue-collar groups [panel discussion]. New goals for collective bargaining [panel discussion]. The problems of unit erosion and bargaining unit scope [panel discussion]. What should white-collar locals do to participate fully in the trade union movement [panel discussion]. Evaluation and closing remarks by chairman Larry Sefton.

## Management

**No. 25—Reddin, William James.** Effective management by objectives; the 3-D method of MBO. New York, McGraw-Hill [c1971] xiii, 224 p.

## Population

**No. 26—U.S. Commission on Population Growth and the American Future.** Population growth and America's future; an interim report to the President and the Congress. [Washington, G.P.O., 1971] vii, 49 p.

## Productivity of labour

**No. 27—Conference of European Statisticians.** Methodological problems of international comparison of levels of labour productivity in industry. New York, United Nations, 1971. 99, 2, [1], [1] p. At head of title: United Nations Statistical Commission and Economic Commission for Europe.

**No. 28—Dawson, John Addington.** Productivity change in Canadian mining industries. [Ottawa, Information Canada, 1971] 63 p.

**No. 29—U.S. Bureau of Labor Statistics.** Indexes of output per man-hour; selected industries, 1939 and 1947-70. [Washington, G.P.O., 1971] 158 p.

## Scientists

**No. 30—Science Council of Canada.** Prospects for scientists and engineers in Canada; background study, by Frank Kelly. [Ottawa, Information Canada, 1971] 61 p.

## **Unemployed**

**No. 31—Fletcher, Lois.** Out of school and out of work; youth unemployment in Canada [by] Lois Fletcher, Anthony Ford [and] Jim Lotz. Ottawa, Canadian Research Centre for Anthropology, 1971. 151 p. An account of unemployed youth in Ottawa.

**No. 31—Murray, Merrill Garver.** Income for the unemployed; the variety and fragmentation of programs. Kalamazoo, Mich., W.E. Upjohn Institute for Employment Research] 1971. x, 70 p.

## **Wage policies**

**No. 33—Schiff, Eric.** Incomes policies abroad. Washington, American Enterprise Institute for Public Policy Research, 1971. 42 p.

## **Wages**

**No. 34—Ashenfelter, Orley Clark.** The effect of unionization on wages in the public sector: the case of fire fighters. Princeton, N.J., Industrial Relations Section, Princeton University [c1971] 191-202 p. Reprinted from Industrial and labor relations review, vol. 24, no. 2, January 1971.

**No. 35—Canada. Department of Labour. Legislative Research Branch.** Minimum wage rates in Canada, prepared by Liis Painter. Rev. July 9, 1971. Ottawa, 1971. 29 p.

**No. 36—Lawler, Edward Emmet.** Pay and organizational effectiveness: a psychological view. New York, McGraw-Hill [c1971] 318 p.

**No. 37—Rowley, J. C. R.** Wage determination in Canadian manufacturing industries [by] J. C. R. Rowley and D. A. Wilton. Kingston, Ont., Institute for Economic Research, Queen's University [1971?] 17 p.

**No. 38—U.S. Bureau of Labor Statistics.** Employment and earnings; United States, 1909-70. Based on the 1967 Standard industrial classification. Washington, G.P.O. [1971] 602 p.

**No. 39—U.S. Bureau of Labor Statistics.** National survey of professional, administrative, technical, and clerical pay, June 1970; accountants and auditors, attorneys, personnel management, buyers, engineers and chemists,

engineering technicians, draftsmen, office clerical. Washington [G.P.O., 1971] 81 p.

## **Works councils**

**No. 40—Canada. Department of Labour. Labour-Management Consultation Branch.** Case histories, labour-management consultation committees. [Ottawa, Information Canada, 1971] 12 p.

## **Statistics**

**No. 41—American Statistical Association. Business and Economic Statistics Section.** Proceedings, 1970. Papers presented at the Annual meeting of the American Statistical Association, Detroit, Michigan, December 27-30, 1970, under the sponsorship of the Business and Economic Statistics Section. Washington, 1971. xiii, 655 p.

**No. 42—Lim, R. Y.** Problems in economic and business statistics for Canadian students [by] R. Y. Lim & W. J. Reddin. 2d ed. Sackville, N.B., The Tribune Press [1971] 226 p.

## **Miscellaneous**

**No. 43—Allen, Alexander Richard.** The social passion: religion and social reform in Canada 1914-28. [Toronto] University of Toronto Press [c1971] xxv, 385 p.

**No. 44—Bhatia, Kul Bhushan Chandra.** Accrued capital gains, personal income and saving in the United States, 1948-1964. London [Ont.] University of Western Ontario. Department of Economics, 1971. 363-378 p.

**No. 45—Blau, Peter Michael.** The structure of organizations [by] Peter M. Blau [and] Richard A. Schoenherr. New York, Basic Books [1971] xix, 445 p.

**No. 46—Jay, Anthony.** The new oratory. Illustrated by Alnos Hall. [New York] American Management Association [c1971] x, 133 p.

**No. 47—International Institute for Labour Studies.** The International Institute for Labour Studies: appraisal and forward look. [Geneva, 1971] 247-274 p.

**No. 48—Petitot, Emile Fortuné Stanislas Joseph.** Les Amérindiens du Nord-Ouest canadien au 19<sup>e</sup> siècle selon Emile Petitot. Edité par Donat Savoie. [Ottawa, Information Canada, 1971] 2 v.



# Labour statistics

| Labour statistics   |                 |         | Percentage Change from |               |
|---|-----------------|---------|------------------------|---------------|
| Principal Items   | Date            | Amount  | Previous Month         | Previous Year |
| (in thousands)  |                 |         |                        |               |
| TOTAL CIVILIAN LABOUR FORCE*  |                 |         |                        |               |
| Week ended December 11, 1971 .....                                  | December        | 8,655   | —                      | + 3.9         |
| Employed.....   | December        | 8,125   | — 0.3                  | + 4.3         |
| Agriculture.....  | December        | 439     | — 6.8                  | — 2.2         |
| Non-agriculture.....  | December        | 7,686   | + 0.1                  | + 4.7         |
| Paid workers.....   | December        | 7,115   | — 0.1                  | + 4.4         |
| At work 35 hours or more.....                                       | December        | 6,463   | +24.6                  | + 3.9         |
| At work less than 35 hours.....                                     | December        | 1,413   | —47.2                  | + 6.7         |
| Employed but not at work.....                                       | December        | 250     | —13.2                  | + 0.4         |
| Unemployed.....   | December        | 530     | + 5.4                  | — 1.5         |
| Atlantic.....   | December        | 69      | +27.8                  | +27.8         |
| Québec.....   | December        | 186     | + 6.3                  | — 5.6         |
| Ontario.....  | December        | 147     | — 1.3                  | + 0.7         |
| Prairie.....  | December        | 64      | + 8.5                  | — 9.9         |
| British Columbia.....   | December        | 64      | — 3.0                  | — 8.6         |
| Without work and seeking work.....                                  | December        | 493     | + 2.7                  | — 0.4         |
| On temporary layoff up to 30 days.....                              | December        | 37      | +68.2                  | —14.0         |
| INDUSTRIAL EMPLOYMENT (1961 = 100)†.....                            |                 |         |                        |               |
| Manufacturing employment (1961 = 100)†.....                         | October         | 130.7   | — 0.8                  | + 1.3         |
|   | October         | 124.0   | — 0.8                  | + 1.2         |
| IMMIGRATION.....  |                 |         |                        |               |
| Destined to the labour force.....                                   | 1st 9 mths 1971 | 940.05  | —                      | —17.0         |
|   | 1st 9 mths 1971 | 483.77  | —                      | —19.4         |
| STRIKES AND LOCKOUTS  |                 |         |                        |               |
| Strikes and lockouts.....   | December        | 81      | —12.9                  | +76.1         |
| No. of workers involved.....  | December        | 14,236  | —30.4                  | —58.2         |
| Duration in man days.....   | December        | 156,320 | —32.8                  | —63.1         |
| EARNINGS AND INCOME   |                 |         |                        |               |
| Average weekly earnings (ind. comp.)†.....                          | October         | 142.45  | + 1.0                  | + 9.4         |
| Average hourly earnings (mfg.)†.....                                | October         | 3.33    | + 0.3                  | + 8.8         |
| Average weekly hours paid †.....                                    | October         | 40.4    | + 0.2                  | + 0.7         |
| Consumer price index (1961 = 100).....                              | January         | 136.7   | + 0.3                  | + 4.9         |
| Index numbers of weekly earnings in 1961 dollars (1961 = 100)†..... | October         | 134.1   | + 0.5                  | + 5.0         |
| Total labour income (millions of dollars)†.....                     | September       | 4,529.7 | + 0.9                  | +11.7         |
| INDUSTRIAL PRODUCTION†  |                 |         |                        |               |
| Total (average 1961 = 100).....                                     | December        | 183.0   | + 0.8                  | + 6.5         |
| Manufacturing.....  | December        | 178.0   | + 0.7                  | + 6.8         |
| Durables.....   | December        | 200.9   | + 0.4                  | +10.3         |
| Non-durables.....   | December        | 159.8   | + 1.0                  | + 3.6         |
| NEW RESIDENTIAL CONSTRUCTION**                                      |                 |         |                        |               |
| Starts.....   | December        | 15,007  | —20.7                  | — 9.1         |
| Completions.....  | December        | 14,931  | —11.5                  | +48.4         |
| Under construction.....   | December        | 145,885 | — 0.4                  | +17.7         |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

\*\* Centres of 10,000 population or more.

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Publications

# The Labour Gazette





The farmer's average income in 1968 was \$2,800 and that of the industrial worker \$4,300. The increase in farming income remains tied to the bargaining power of the workers in this sector and farmers have long realized the need of banding together to increase this power. A recent Québec Bill establishes the right of any farm producer to belong to a union of his choice. See "Green Power", p. 219.



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Labour  
Canada

Travail  
Canada



## News briefs

■ **Social involvement by organized workers in Canada ranges all the way from fighting pollution to international aid, and includes such varied interests as consumer affairs, housing, health care, education, native people and broadcasting, according to a report on a survey published by the Canadian Labour Congress.** Greatest involvement by the labour movement is in the fight against pollution, with three quarters of the respondents indicating activity in this area. Other areas of high activity are education and participation in citizens groups (71 per cent), consumer affairs (66 per cent), health care (more than 50 per cent) and human rights (44 per cent).

The report, prepared by the CLC Social and Community Programs Department, is based on a survey conducted by the department among the CLC's 10 char-

tered provincial federations of labour and 120 district labour councils. Response to the questionnaire was 65 per cent.

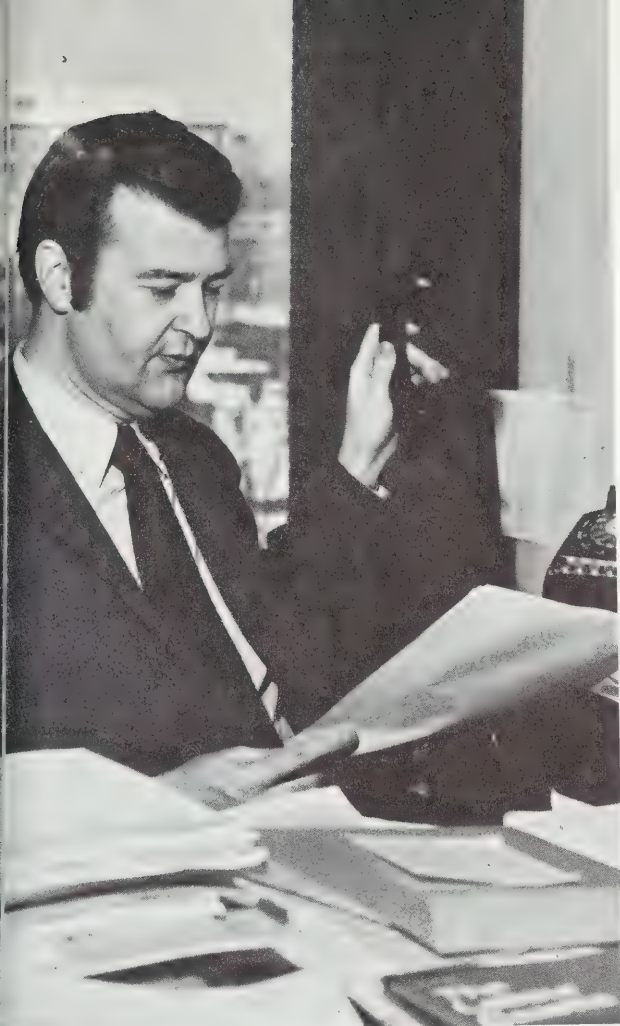
Anti-pollution activities include the setting up of pollution committees, participation in community groups like Pollution Probe, SPEC and others, and education of workers and the general public, the report reveals. Activities in citizens' groups include co-operation with tenants' organizations, groups of unemployed, senior citizens, youth, anti-poverty groups and native people.

Two-thirds of the answers to the questionnaire indicated involvement in the fields of consumer affairs, housing and social agencies. Activities include support of consumer co-ops, credit unions, co-operative housing and public housing; consumer education; and active involvement in the United Appeal and similar agencies. Most frequent activity in health care is support and promotion of community health centres.

In addition, labour organizations, or their member boards and similar bodies, participate in radio and TV programs or have their own shows, make representations to have the quality of programming improved, donate funds for international aid, educate members on the need for aid to developing countries, and serve on boards dealing with the problem of regional disparities.

General involvement by labour in social issues is fairly constant throughout the country, but it is interesting to note that the areas of involvement vary widely from region to region. A case in point is pollution: in British Columbia, 90 per cent of all respondents are involved in fighting it one way or another, compared with 33 per cent in Québec. Conversely, 100 per cent of the Québec respondents are involved in consumer affairs, including consumer co-ops and credit unions, while only 40 per cent are active in this field in British Columbia.

The Prairie Region has the greatest involvement in housing, social agencies and health care. Activities involving regional disparities are greatest in Québec and lowest in Ontario. The Atlantic region is tops in the area of human rights, and Ontario in helping immigrants. And greatest involvement was reported from the Prairies, where average ratings exceeded those of other regions.



K. R. Robinson

**Kenneth R. (Robbie) Robinson** has been named special assistant to CLC President Donald MacDonald. Mr. Robinson, 36, who takes up his duties immediately, will have special responsibilities in the field of public relations. Prior to this appointment Mr. Robinson was director of public relations for the Public Service Alliance of Canada, an affiliate of the CLC. Born in Victoria, B.C., he served 13 years with the Royal Canadian Air Force, mainly in the public relations and information fields, and was for a time on the staff of the former minister of defence, Hon. Paul Hellyer, as a research and communications assistant. He later became editor and public relations officer with the Union of National Defence Employees. Mr. Robinson has written numerous articles for newspapers and magazines, including *The Labour Gazette*.

■ **Brian Huggins**, formerly Head, Media Relations, Canada Department of Labour, will succeed Ken "Robbie" Robinson as Director of Public Relations for the Public Service Alliance of Canada. Born and educated in England, Huggins has had extensive experience in newspaper, radio and television.

Trade union activity began with the United Kingdom's National Union of Journalists. He transferred membership to the Newspaper Guild when he joined the CBC News Service in 1957 and subsequently became local president of the newsmen's Guild. Full-time trade union activity began in 1961 as public relations director of the Canadian Brotherhood of Railway, Transport and General Workers, and in 1963 he was appointed a Guild international representative based in Montreal.

Since moving to Ottawa in 1968, Huggins has worked with the Centretown Community Association and a community newspaper, the *Centretown News*. After five years of active membership, he became an accredited member of the Canadian Public Relations Society in 1971.

■ **Wage rate increases in major U.S. collective bargaining agreements last year averaged 8.1 per cent over the life of the contract, a decrease from the 8.9 per cent average gain in 1970.** In a year-end analysis, the U.S. Department of Labor reported that the 1971 tabulations covered nearly 3.5 million workers. Another 500,000 were covered by contracts not yet approved by the U.S. Pay Board and so were not included in the tabulation. Key agreements during the year were in the railroad, auto, agricultural implement, can, aluminum, steel, copper, communications, apparel, and bituminous coal industries.

There were cost of living clauses in 7.1 per cent of the contracts, compared with 7.3 per cent in 1970. The average wage increase in manufacturing was 7.2 per cent, up from 6 per cent in 1970, while increases in non-manufacturing dropped to 9 per cent, compared with 11.5 per cent in 1970. Wage increases in the construction industry dropped sharply from 14.9 per cent in 1970 to 11.8 per cent last year.

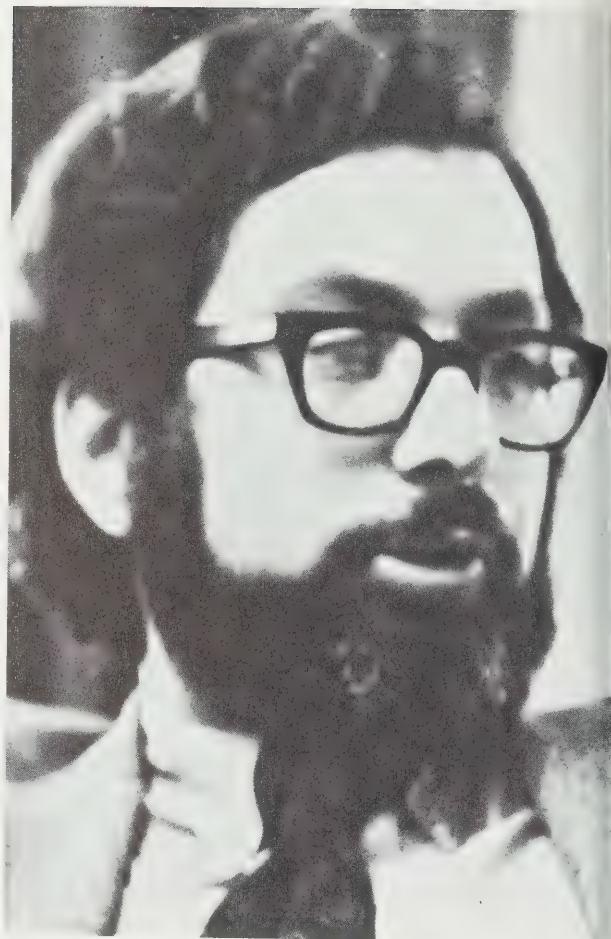


■ **Judge René Lippé** has been named **Chairman of the Public Service Arbitration Tribunal**, succeeding Mr. Justice André Montpetit. The Tribunal is the body authorized under the federal Public Service Staff Relations Act to make binding awards on disputed issues that have not been resolved in collective bargaining and on which arbitration has been requested by either party involved.

Judge Lippé has a broad background in labour law and industrial relations. For 20 years, he has been sole arbitrator for the Aluminum Company of Canada and its employees. He has served in the capacities of mediator, chairman of conciliation boards and chairman of arbitration tribunals in numerous disputes in the private sector. He contributed to the resolution of two disputes between the Council of Postal Unions and the Treasury Board in recent years. He has retired as a Judge of the Québec Provincial Court to which he was appointed in 1949.

Mr. Justice Montpetit resigned because of his duties with the Superior Court of Québec. He had served as chairman of the arbitration tribunal since its inception in June 1967 and thus was the pioneer of the system of arbitration in the federal Public Service.

■ **Robert McPhee** has been named **Director of the Ontario Human Rights Commission** and **Valerie Kasurak** has been appointed a **Commissioner**. McPhee joined the Commission in 1966 as a Human Rights Officer, later becoming Chief of Field Services and in 1969 he became Assistant Director. Miss Kasurak has wide experience in the field of human rights as a former Canadian alternate representative to the United Nations Human Rights Commission, as an officer of many business and service groups in the Windsor, Ontario area and in province-wide organizations and as a member of the Windsor Advisory Committee on Employment to which she was appointed by the Ontario Government in 1968.



Harry Arthurs

■ **Harry Arthurs** has been named **Dean of the Osgoode Hall Law School of York University**, effective July 1, 1972. Professor Arthurs will succeed Gerald H. LeDain who has been Dean of Osgoode since 1967. Currently Director of the graduate program in law, Arthurs has been a member of the faculty of Osgoode since 1961 and served as Associate Dean of the Law School from 1968-70.

Well-known as an arbitrator and conciliator in labour disputes, Arthurs was chief adjudicator for the Public Service of Canada in 1967-68, and is presently Canadian member of the United Automobile Workers Public Review Board and impartial chairman of the Men's and Ladies' Garment Industry, Toronto. A charter member of the Canadian Industrial Relations Research Institute, he is also a member of the National Academy of Arbitrators, the AAA Labour Arbitration Panel, and the Ontario Arbitration Commission Labour Arbitration Board.

The Canadian Labour Congress in February submitted a brief outlining the CLC's views on the Revised Unemployment Insurance Act to Manpower Minister Bryce Mackasey, the Unemployment Insurance Commission, and the Unemployment Insurance Commission Advisory Committee.

The CLC brief complained about what they called the "ridiculous limits" to which some insurance officers were stretching the provision that disallows claims for unemployment insurance from persons who are out of work because of a work stoppage attributed to a labour dispute.

"We have no quarrel with this principle as such but lately we have noticed that the administration pendulum seems to have swung far away from the neutral position to a point where it appears that interpretations by commission officials are almost invariably anti-claimant in their nature," the CLC said. "We believe we detect an over-zealousness on the part of the responsible officials, not only to issue disqualification notices, but to seek out painstakingly whatever remote possibilities there might exist to ensure that disenfranchisement occurs."

Workers who are laid off because of a chain reaction from a dispute should be entitled to insurance, it was argued. And membership in a union involved in a dispute should not form the basis for disqualification. Difficulty was also being experienced in some cases by interpretation of insurance officers regarding the point when work resumed after the dispute.

"The onus should be placed positively upon the insurance officer to show conclusive evidence of a claimant's direct interest in the dispute and its outcome by reason of established facts in each case before a claimant is disqualified," the CLC said.

"The whole object of unemployment insurance as we have it in this country is to provide, as a matter of right to our citizens, the benefits available to them through the compulsory contributory structure of the scheme, when citizens are, through no fault of their own, sepa-

rated from their employment," the CLC continued. "The Unemployment Insurance Act is not a plan designed to serve the interests of the public treasury to the detriment of claimants. It is not intended by either the letter or the spirit of the Act that a bureaucratic obstacle course be set up to ensure that no money is paid out to anybody until all other sources of personal income are dried up."

The brief maintained also that workers should not be penalized for refusing to cross a picket line.

■ For the first time in Canadian statistics, a national expenditure pattern representative of all persons living in private households in the 10 provinces is available from Statistics Canada with the release of results from the 1969 survey of family expenditure. These results were derived from a sample of 15,140 families and unattached individuals at the beginning of 1970, referring to expenditures in the year 1969. The sample covered all areas of Canada, both urban and rural, except the Yukon and Northwest Territories.

For all families and unattached individuals living in both urban and rural areas of Canada, total expenditure averaged \$8,161 per spending unit for 1969. Average total expenditures ranged from \$5,784 in Prince Edward Island and \$5,792 in Newfoundland to \$9,112 in Ontario. The pattern of expenditure showed market variation between provinces. Although Canadians, on average, allocated 18.7 per cent of family expenditure to food, the percentage varied provincially from 25.8 per cent in Newfoundland to 16.8 per cent in Alberta, reflecting differences in family size as well as income level. The percentage spent on shelter ranged from 15.6 in Saskatchewan to 13.1 in Newfoundland. In Newfoundland almost three quarters of families were homeowners and the majority of these homes were mortgage-free. Other categories of expenditure which showed market variations between provinces were clothing, travel and transportation, and personal taxes. Three publications of tabulations and an analytical volume are being prepared under the general title of Family Expenditure in Canada, 1969.



■ In a brief presented to Prime Minister Pierre Elliot Trudeau and several cabinet ministers in late February, **the federal Government was asked by the Canadian Federation of Business and Professional Women's Clubs to lead the way in removing discrimination against women workers and providing equal opportunity with men.** The delegation, headed by Miss Charlotte I. VanDine, charged that the Government "has not used to the fullest the skills and abilities of women in the Public Service, in Crown Corporations, in all areas of Government services. This is a waste of human resources."

The Federation commended the Government for passing the Unemployment Insurance Act 1971 and amending the Canada Labour (Standards) Code especially with regard to maternity protection and benefits, equal wages and periodic increases in minimum wages. The brief urged that the Government attempt to impress upon the provincial labour ministries the importance of ratifying ILO conventions concerning equal remuneration for work of equal value and job protection for women who have to take maternity leave. The submission asked that men and women be treated equally under the Canada Pension Plan and that legislation be amended so that provisions applicable to the wife and children of a male contributor would be applicable also to the husband and children of a female contributor.

The delegation urged also that a greater proportion of women be appointed to policy-making and advisory positions at the federal level, that greater use be made of part-time workers, that self-employed women be protected against exploitation, that there be a career information service for women in Canada Manpower Centres and that there be adequate day-care facilities for working mothers.

Prime Minister Trudeau commended the Federation for concentrating on the Royal Commission Report on the Status of Women "rather than unlocking a whole new series of questions." He promised the delegation that the report would not gather dust. "We may not always do what the report recommends," he said, "but we try to meet it head-on and say we agree, we disagree . . ." Ray Perrault, parliamentary secretary to Manpower Minister Bryce Mackasey who was in hospital, said that there were plans for "a good deal of work" on the report but they could not be revealed at the time. **The delegation was assured by Health and Welfare Minister John Munro that steps were being taken to attempt a breakthrough in ending discrimination against women.** The Minister expressed the hope also that federal and pro-

vincial governments would agree on amendments to the Canada Pension Plan within the next year to assure that men and women would be treated equally. External Affairs Minister Mitchell Sharp said that the ILO convention on equal remuneration for work of equal value could only be ratified if the provinces agree, but the convention on job protection for prospective mothers was out-of-date and would not be sought in full. Labour Minister Martin O'Connell told the delegation that Canada Manpower Centres have already been advised to adopt a wider range of occupations and training for women.

■ Statistics Canada states that the motor vehicles imported from the United States in 1971 accounted for 35.9 per cent of the total imports from there, whereas the motor vehicles exported from Canada to the United States accounted for 33.7 per cent of our exports to that country. Although both were just about in balance, this has not always been the case. In 1965, the year the automobile agreement was signed, motor vehicles accounted for 16 per cent of imports and for 4.6 per cent of exports. Little by little, the situation changed in Canada's favour, following the general trend of the trade balance which, after showing a deficit of \$1,012 million in 1965, showed a surplus of \$1,203 million in 1971.

This commercial advantage has been supplemented by investments made in Canada by the American automotive industry and by the consequent creation of additional jobs, to say nothing of near wage parity. American investments in Canada between 1964 and 1968 alone, amounted to about \$1 billion. These are the consequences of the 1965 Canadian-American Agreement, one of the objectives of which was to produce sufficient automobiles in Canada to meet consumer demand. This purpose has now been achieved.

The Automotive Agreement has for some time been the scapegoat of American protectionists. The Canadian consumer however, has not yet obtained wage parity with his neighbour. The same car costs less in Boston than in Toronto; but the Canadian buying his car in Boston will pay custom duties when crossing the border. Until now, only manufacturers were granted exemptions from customs duties.

■ **The challenges and discrimination facing Canadian women** involved in a climate of social and economic change are examined in a publication released recently by the Women's Bureau of the Canada Department of Labour. The publication titled "Women's Bureau '71", is comprised of four papers prepared by Sylva Gelber, Director of the Women's Bureau.

The first paper, "The Underemployed, Underpaid Third of the Labour Force" presents statistical data reflecting a picture of working women in Canada and showing that occupational segregation and wage discrimination still persist. The second paper, "The Importance of Perseverance" is an appeal to women to rectify existing injustices in Canadian society. The third paper, "A Year After the Report: Where are We Now?" refers to the Report of the Royal Commission on the Status of Women. It outlines significant legislative enactments by federal and provincial governments to eliminate sex discrimination in employment and urges working women and trade unions to make full use of the new legislation.

The fourth paper, "Canada's International Posture on the Status of Women," looks at two international bodies with which the Women's Bureau is closely associated: the International Labour Organization and the United Nations Commission on the Status of Women. "Women's Bureau '71," a bilingual publication, is available free from the Women's Bureau, Canada Department of Labour, Ottawa.

■ **The B.C. Mediation Commission appointed mediation officers in 249 cases during 1971.** Seventy-seven appointments were made on the application of employers and 166 on the application of unions. In four cases, the parties applied jointly and on two occasions, appointments were made following directions from the provincial Minister of Labour. Although the Commission was involved in more disputes than in 1970, the number of employees involved was less than half the number in 1970. The total number of disputes settled by mediation officers in 1971 was 177, the total not settled was 48, and some were carried over into the new year.

■ **The United Auto Workers and the International Brotherhood of Teamsters have announced the formal dissolution of the Alliance for Labour Action.** The ALA was set up four years ago (LG 1969, p. 638). Teamster President Frank Fitzsimmons said that the dissolution was made with great reluctance, adding: "While the activities of the ALA met with great success, the financial difficulties of the UAW—resulting from its last round of negotiations with the giants of the auto industry—make it impossible to fully fund the organization." Most ALA officers have already returned to their respective organizations.

■ **J. S. Gunn has been appointed by the Public Service Commission as Acting Director of the Conciliation and Arbitration Branch** of the Canada Department of Labour. The Department announced also the appointment of A. R. Gibbons as Assistant Director of the Conciliation and Arbitration Branch. Mr. Gibbons will retain his responsibilities as Industry Specialist concerned with the railways.

Gunn joined the Department of Labour in 1945, at Winnipeg. In 1955 he was appointed senior conciliation officer and departmental representative for North-western Ontario, Manitoba and Saskatchewan. In 1965 he was transferred to Ottawa, and in 1966 he became Assistant Director, Conciliation and Arbitration Branch. Gibbons joined the Department in January, 1970. He had previously served as executive secretary of the Canadian Railway Labour Association, as general vice-president of the Canadian Labour Congress, and as a member of the Economic Council of Canada.

■ **The Research Branch of the British Columbia Department of Labour has published a booklet entitled "Wage and Work Guarantee Provisions in British Columbia Collective Agreements."** The study illustrates the types of provisions dealing with wage guarantees that are now appearing in collective bargaining. Examples of wage guarantees are recorded, together with evaluative comments concerning their effectiveness. Copies are available, free of charge, on request to the Director, Research Branch, Department of Labour, Parliament Buildings, Victoria, British Columbia.



## 50 years ago

Strikes and lockouts were prohibited under the provisions of a 1922 agreement reached between the Toronto Stone Cutters' Association and a local of the International Cut Stone Contractors' and Quarrymen's Association, it was reported in *The Labour Gazette* of May 1922. Other topics recorded in the issue were: The effect of reduced hours on output and efficiency; free scholarships from the Canadian Pacific Railway; a commission to determine quarterly changes in the cost of living for coal miners; the suit of an Alberta youth against his father for wages; and a study on minimum wages in Canada.

■ **An important industrial agreement, the purpose of which was to prevent strikes and lockouts and facilitate a peaceful adjustment of grievances and disputes, was reached between the Toronto Stone Cutters' Association and Toronto Local and District No. 4, International Cut Stone Contractors' and Quarrymen's Association.** Provisions of the agreement, effective May 1, 1922 to April 30, 1923, were: "Employers to employ as stone cutters, for pneumatic and hand cutting, only union members, provided that skilled men are furnished. Otherwise, employers may employ stone cutters as they see fit, who shall make application to join the association. Wages, per hour, 90 cents; hours of labour, eight per day with four on Saturdays—forty-four per week; overtime only in cases of absolute necessity; first two hours, time and one half; thereafter, double time; suitable accommodation to be provided for the men,

with sun shades in summer; and parties to arbitrate all differences and grievances without any strike or lockout. Each party is to elect an arbitration committee of three members. These, on failure to agree, shall select an umpire, whose decision shall be binding. Workmen may work for whomever they see fit; employers may employ or discharge whomsoever they see fit; either party wishing to alter terms of the agreement must give one month's notice of desired change prior to expiration of the agreement."

■ **The effect of reduced hours on output and efficiency** was discussed by H. M. Vernon, MD, investigator for the Industrial Fatigue Research Board of England, in his book, "Industrial Fatigue and Efficiency." In the United States, one of the issues in dispute in the cotton textile industry was a demand by manufacturers for a return to the 54-hour week in mills where the 48-hour week was in effect. "In Great Britain," said Dr. Vernon, "the chief inspector of factories reports (1918) that when the hours were reduced from 55 to 49½ a week, the output in some factories . . . showed a reduction proportionate to about half the reduction of hours, and in one factory there was practically no reduction in the output of the looms, as the weavers kept so much better time. In Scottish factories, again, a similar reduction of hours caused an almost proportionate fall of output in carding, but a smaller fall in spinning. In Wales, a firm reduced the hours of work from 52½ to 49½, and the result was so satisfactory in the weaving department that the system was extended to the spinning department."

■ **Two free scholarships, covering four years tuition in architecture, chemical, civil, mechanical or electrical engineering at McGill University,** were offered, subject to competitive examination, by the Canadian Pacific Railway. They were offered to apprentices and other employees enrolled on the company's permanent staff and under 21 years of age, and to sons of employees. The examination was the regular entrance matriculation examination provided for in the University's annual calendar. The scholarships were to be awarded to candidates with the highest average who complied with the requirements of admission and were to be renewed from year to year to cover a period not exceeding four years. The Canadian Pacific Railway authorized also the granting of three scholarships of \$500 each annually to Toronto University for the purpose of inducing graduates of universities in Western Canada to pursue their postgraduate studies at Toronto University, and thus not only keep these graduates in Canada but also enable them to become better acquainted with conditions in the east, and so tend to promote Canadian unity on their return to the west.

■ **A Cost of Living Commission, appointed in January 1919** to determine quarterly changes in the cost of living for coal miners on Vancouver Island, and to report the amount by which wage rates should correspondingly be increased or decreased, forwarded its report for the quarter ending March 31, 1922, to the federal Department of Labour. Forms had been sent to the merchants and dealers in various localities with whom the majority of miners usually traded. The method of computing the changes was to determine the percentage of increase or decrease of prices of March 31 over December 31, for groceries, provisions, meats, etc., and to add a further two fifths of this increase (or decrease) as an equivalent to cover similar increases (or decreases) in clothing, etc. An increase of 2.88 per cent was ascertained, that amounted to an increase in wages of 8½ cents a day where the base rate was \$3 a day, and 9 cents a day where the base rate was \$3.15, the increase in wages to become effective May 1, 1922, and to apply to all underground service, clerical and office employees.

■ **In Alberta, a youth of 17 brought an action against his father** (a farmer) for wages earned during the time he was working for him. He was awarded \$273.75 and costs by a justice of the peace, and this judgment was

confirmed on appeal to the District Court. The father appealed to the Supreme Court of Alberta. From the evidence given before this Court, it appeared that the plaintiff, a son of the defendant, had left home when he was 15 years old because of a dispute with his father, and worked for another farmer who paid him \$75 a month. He was at that time "an able-bodied young man, as competent as though of age." The son's evidence that he had a hiring agreement with his father when he returned to his father's house was accepted by the Court. The appeal to the Supreme Court of Alberta was dismissed with costs.

■ **A comprehensive article on the "Minimum Wage in Canada"** was published in the April 1922 issue of *The Journal of Political Economy*. The article was reprinted in pamphlet form, and the Department obtained a limited number of copies for distribution. The study is prefaced by a brief inquiry into the reason why the spread of minimum wage laws was more rapid in Canada than in the United States. Among the reasons cited by the authors was "the support given to the movement by organized labour in this country. In contrast, American labour officials were either hostile or apathetic."





## Book reviews

**The Dirty Thirties, Canadians in the Great Depression;** edited by Michiel Horn; Copp Clark, Toronto; 728 pages; \$5.95 paper, \$10.95 cloth.

The attitudes of many Canadians alive today have been formed by two cataclysmic events of the 20th Century. They are: World War II and the Depression. And some of these people wish that younger Canadians could go through these same experiences. This book is an attempt to show the Great Depression through the eyes of Canadians of the day. Through historical documents, letters, newspaper reports, cartoons, photographs and reminiscences, the author tries to show what the Depression was really like.

The collection contains accounts by farmers, fishermen, white collar workers, the unemployed, academics, journalists, social workers and many others. Here's one example, a plea to Prime Minister R. B. Bennett from an Alberta farmer's wife: "... I've got three little children, and they are all in need of shoes as well as underwear but shoes are the most needed as two of them go to school and its cold. My husband has not had a crop for 8 years only enough for seed and some food and I don't know what to do. I hate to ask for help. I never have before and we are staying off relief if possible. What I wanted was \$3 if I could possible get it or even some old cloths to make over ..."

**Family Allowances and the Tax System,** by Laurence Kelly; Industrial Relations Centre, Queen's University, Kingston; 25 pages; \$1 paper.

This is an analysis of the family allowance program and of the Family Income Security Plan that is to replace the present plan this year. In earlier writing, Dr. Kelly has stressed the need for greater co-ordination of social

security policies with each other and with the tax system. And here he expresses reservations about the concept of selectivity reflected in the new plan and about the general lack of co-ordination between this plan and the new tax legislation.

**Public Attitudes Toward Unemployment Insurance,** by Leonard P. Adams; W. E. Upjohn Institute for Employment Research, Kalamazoo, Michigan; 98 pages, \$1.25.

The purpose of this book is to study the attitudes of Americans to their unemployment insurance system, a system that began in 1935 but which had undergone many changes in the intervening years. The author found that although the American people have accepted the extension of government responsibility to provide assistance to the unemployed, they never fully understood the approach taken. And support has varied according to the general public's appraisal of the degree of need of unemployed workers and also the relative availability of jobs. The author suggests a continuing public education program to acquaint the public with the system and give them a better understanding of it. As for abuses of the system, the author says that abuse has been and still is much less than most are inclined to believe.

**Employers' and Workers' Participation in Planning;** International Labour Office, Geneva; 248 pages; \$4. Available in Canada from: ILO Branch Office, 168 Queen St., Ottawa.

This book is a general introduction to the subject of participation by employers' and workers' organizations in economic and social planning throughout the world. The study consists of: a description of planning systems in operation now; an analysis of the aims the public authorities have in mind when enlisting the participation of employers' and workers' groups; a description of the machinery set up at different levels to enable participation to become a reality; an examination of how this participation can be more than a formality; a study of the impact of planning and this participation in the planning process on industrial relations and social institutions; and an evaluation of the experience of different countries.

# Green power

by André Bastien



"Let's not kid ourselves," declared Albert Allain, General President of the Catholic Farmers' Union, holding up a copy of the Agricultural Unionism Bill (Loi sur le syndicalisme agricole), "Bill 64 is no cure-all. It merely shows the difference between a rickety organization which, based on financial resources, will be in a position to assess problems and suggest solutions. Without this, farm workers could be tempted to choose a radical action rather than choose the bargaining path."

**The farmer's average income in 1968 was \$2,800 and that of the industrial worker \$4,300.** Between 1949 and 1968, the real improvement of the net farming income reached only 34 per cent, compared with 70 per cent for industrial wages. The small increase in the net income of the farmer explains, to a large extent, the rate at which Québec farms are being abandoned. Over the past five years, their number fell from 77,197 to 64,809.

## First attempts at unionization

The increase in the farming income remains tied to the bargaining power of the workers in this sector. So farmers realized long ago the need to regroup into various associations in order to take advantage of the benefits of improved efficiency.

**First attempts at unionizing Québec farmers were made in 1870 with the advent of farm clubs.** The clubs, which endeavoured to be an instrument of farming improvement, federated in 1875 under the name of the National Farming Union. They rapidly became technical upgrading groups. With the creation in St.-Hyacinthe, in 1918, of the Farmers' Union of the Province of Québec (Union des agriculteurs de la province de Québec), the union movement surged ahead. By way of protest, the farmers north of Montreal founded a second union, which they called the Farmers' Union of the Province of Québec (Union des agriculteurs de la province de Québec).

After the war, the two movements merged to become the Catholic Farmers' Union (CFU). First established as a professional association, the CFU is today an agricultural union organization. It comprises between 35,000 and 50,000 members—farmers and forest workers—distributed in more than 800 unions.

## Professionalization of unionism

With the Agricultural Marketing Act of 1956, the CFU obtained a legal framework enabling it to gradually establish collective bargaining mechanisms to determine prices and sales conditions of farm products. This piece of legislation made possible the organization in a joint





Albert Allain

plan of each type of producer or group of different types of producers. A draft of a joint plan, after being approved by the Québec Agricultural Marketing Board, must still, through a referendum, include at least 60 per cent of half of the producers concerned. Afterward, they regroup into producers' boards or unions. The unions generally form a federation that then groups, throughout Québec, into the producers of a specific product.

### **The present structures**

At the present time, the CFU is formed of two types of federation: the regional federations, and the provincial federations of specialized producers.

There are 16 regional federations: South Shore (43 unions); St. Maurice River area (34); Gaspé (11); Joliette (39); Laurentians (55); Nicolet (51); Northwestern Québec (51); Eastern Québec (24); Northern Québec (43); Western Québec (40); Southern Québec (56); Rimouski (106); Saguenay (57); St.-Hyacinthe (68); St. Jean, Valleyfield (54); Sherbrooke (78). The producer federations affiliated with the CFU are as follows: milk producers, industrial milk, consumer eggs, poultry, pork, sugar and maple syrup, potatoes, and wood.

A general council, consisting of the president of each federation, heads the CFU. It discusses the year's program and takes action on the decisions reached at the annual convention. In addition, it chooses an executive council to administer the general business, prepare the budget, vote the expenses, and hire the staff.

### **Present difficulties**

The permanency of services and the organization of regional and provincial structures of the CFU are always faced with budgetary differences caused by the greater or lesser success of voluntary recruitment.

In July 1967, there were 58,176 members in the CFU; in 1971, there were only 33,036. There are several reasons for this decrease: reduction in the number of farm workers; increase of the membership dues in 1969; participation of a large number of farmers in a joint plan; and opposition to the CFU action.

In 1966, under the chairmanship of Lionel Sorel, the CFU undertook action leading to the amendment of the Agricultural Marketing Act. Since then, the dairy policy of the federal Government, the difficulties of joint plans, and the economic situation have caused the CFU to lose support in peripheral areas.

### **Modernization**

In August 1969, the CFU submitted a brief on farming unionism. The brief was directed not at the level of the right of association—a right that already recognized under the Professional Syndicates Act—but at the level of exercising the right of association.

At a meeting with the members of the National Assembly, the body pointed out that it did not want to replace its structure with another, but rather to modernize its system of collecting dues. "Local recruiters," states Al-

bert Allain, "no longer wish to beg for the \$15 dues. This is outmoded. And moreover," adds the General President, "those who do not pay dues still benefit from the action of the CFU." The brief submitted to the Cabinet in 1969 pointed out also that, everywhere in industry, services and the so-called "liberal professions" (except in agriculture), when an organization shows that it represents a majority group of workers, all those in the group are usually requested to pay dues.

This reference to industrial trade unionism will be the only one. **In a recent text, the CFU states that the legislation intended for salaried workers cannot apply to the agricultural world.** The most that can be hoped for is that the local or regional level of the structure of agricultural unionism will make the best of the Professional Syndicates Act; the provincial level of the structure must obtain a made-to-measure piece of legislation.

#### Bill 64

"Bill 64 describes the structure and operation of an organization that already exists," says Allain. This statement meets the criticisms of Roland Pigeon, President of the Québec Federated Co-operative, who declared before the Parliamentary Committee on Agriculture, that the definition of the word "association" in the Bill was an anonymous description of the present CFU.

As it now stands, the Bill establishes the right of any farm producer to belong to a union of his choice, the right of this union to belong to a federation, and the right of the latter to affiliate with a certified association. The Agricultural Marketing Board, however, may grant certification to a confederation following a referendum; 60 per cent of the producers must vote, and the absolute majority must be in favour.

The Bill provides for a second referendum to allow the association to make payroll deductions of dues. The amount of these dues for the producers is set at \$15; for

a federation or a union filling the role of a board pursuant to the Agricultural Marketing Act, the amount is 20 per cent of the dues exacted from the producers. The Bill stipulates also that any increase will have to be the object of a referendum.

#### Criticism of the CFU

On August 26, 1971, the CFU proposed to the Parliamentary Committee on Agriculture several amendments to the Bill. It particularly criticized the certification method proposed in Bill 64.

"As a result of a Royal Inquiry Commission," recalls Allain, "the Ontario Government passed a Bill on Agricultural Unionism. The legislators suggested the referendum to make sure of the representativeness of the associations applying for certification. Two bodies, unequal in size, waged battle at the expense of the largest group. The Act has been lying in a cubbyhole ever since."

The CFU will win its case on second reading. The Association applying for certification must henceforth establish, to the satisfaction of the Agricultural Marketing Board, (and prove by a showing of membership cards) that it represents the majority of Québec producers.

The Québec legislators have taken note of four other suggestions made either by members of the Parliamentary Committee, by bodies interested in the Bill, or by the CFU: abolition of the referendum to hike dues; a more precise definition of the word "producer"; a more elaborate definition of the powers of the general meeting of the association; and the setting of limits on the periods required for a second application for certification.

#### A new form of unionism

"This piece of legislation disturbs the system," declares the President General of the CFU. This statement by Allain confirms the analysis made by André Charbonneau, a staff writer for **Le Devoir**, who, in an article published on December 16, 1971, reminded readers of





the incompatibility of farming trends with the economic system. It explains also the virulent attack by Charles Perreault, President of the Management Board. Producers' boards, strictly speaking, are economic monopolies. In law, as well as in fact, they operate to the detriment of both consumers and producers in a system of free competition. A piece of legislation, such as Bill 64, which would further reinforce this system, would be an attitude difficult to accept for the Québec community as a whole.

#### **Future action**

After Bill 64 is adopted on third reading, the CFU must still obtain from the farmers the right to make payroll deductions. The challenge of the Association is at another level, however. In future activity, the CFU will

some day have to choose between the big or the small producer. Up until now, owing to its way of collecting dues, the Association had to appeal to all farmers in order to survive. But should the referendum on dues be favourable, for whom will the CFU work? It is the future of agriculture in the Province of Québec that will be at stake.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

André Bastien knows the agricultural situation in the Province of Québec well, and he described it in a study that appeared recently in "Forces", published by Hydro-Québec. Beginning as a reporter at Photo-Journal, Bastien later became one of the writers of l'Entre-Nous, published by the Hydro-Québec employees. Ex-president of the Business Press Club of the Province of Québec, he is now an administrator of the Provincial Board of Directors of the Association of the ex-France-Québec trainees (Quéfratec).

## CLC work in developing countries

Students in developing countries have a reason to be grateful to Canada and especially to the free trade union movement in this country. The Canadian Labour Congress, a national trade union centre with 1,700,000 members, contributes \$50,000 to the International Confederation of Free Trade Unions (ICFTU) for work in developing countries, over and above the \$48,000 affiliation fees. The CLC has for some years been involved in programs sponsored by the International Labour Organization concerning labour colleges and equipment in developing countries. The Overseas Students Program, which for a long time had been conducted by the Labour College of Canada from the University of Montreal, is now operated solely by the CLC. During 1963-67 about 131 foreign students came to the University from developing countries. The Canadian International Development Agency (CIDA), then known as External Aid, made a grant to the college to cover expenses. "CIDA went through another assessment in 1967 to re-evaluate all programs," says John Simonds, Director, International Affairs Department, CLC, "and the foreign student program was temporarily interrupted. The whole thing is up in the air at the present."

CLC's first large program in its own right was the construction of three additional buildings on the site of the Interamerican Institute for Labour Studies at the Cuernavaca, Mexico, which was opened in 1965. The college, built by the ICFTU, attracted students from all parts of Latin America, and was so successful that it had an urgent need to expand. CIDA contributed \$75,000 to this \$300,000 project. The CLC project included construction of classrooms, a dormitory building with 18 bedrooms, each with its private bathroom, that can accommodate three students per bedroom, and a fully equipped two-storey library.

Well over one half of locals in Canada participate in the overseas program, with union members donating 1¢ to 2¢ a month. Robert Craig, former director of Social Ser-





The classroom building



The library

vices, Ontario Federation of Labour, now Director of Interamerican Institute for Labour Studies, opened the facilities of the library to university students and senior high school students and the general public.

**“We created 17,000 man-days of employment for construction on this project,” Simonds declared.**

The total residential capacity at the college is 105, and the auditorium seats 220 people. Here, trade unionists gather for conferences on economic problems in Latin America, family planning, new methods of training and adult education techniques, as well as a number of trade union tool courses.

The CLC's largest program so far, in terms of activities, is the Human Resources Development Program, where seminars for senior trade unionists have been conducted in Nigeria, Dahomey, Senegal, the Caribbean and Latin America. The HRD program has a total budget of \$215,000; CIDA contributed \$100,000. The program sponsors month-long residential seminars in developing countries and averages 40 students in each course. They are supplied with air transportation, meals, and a modest allowance and spend a month in residence. The latest seminar, in Mexico, had 71 students and Saul Rae, Canada's Ambassador to Mexico, was on hand to

present the graduation certificates. Trade union courses are conducted by highly qualified trade unionists. Seventy-five per cent of the instructional periods concerned organization, operation and development of trade unions; 25 per cent concentrate on new techniques in adult education, trade union financing, and CLC policies. The Canadian High Commissioner in Ghana has said that the program is worth \$1,000,000 in goodwill for Canada. Representatives of UNESCO, the ILO and local government officials attend the opening of each seminar, often with the Minister of Labour of the host country.

The success of the HRD program is measured by the reaction of students who participate and the reports of foreign and Canadian government representatives. All reports have been exceptionally good. The program is relatively young as it began only last July but already starts have been made on 35 co-operatives and credit unions. Consumer co-operatives in Africa are well on their way to having 14,000 members.

The ICFTU provides personnel to help with these programs. At the moment, Canada has 18,000 voluntary workers in developing countries. The reason for the Canadian success seems obvious. Says Simonds, “Political subjects are not discussed. We concentrate only on all aspects of trade unionism, how to set up a budget and new techniques in adult education. We help them to be more qualified to help themselves. And unlike other advantaged countries, there are no strings on our activities.”

# From the lunch pail to the ballot box

There can no longer be any doubt that unions in Québec, and the Québec Federation of Labour in particular, have become involved in politics. Last fall, by adopting a "socialist-flavoured" manifesto, the Confederation of National Trade Unions announced its intention "of putting an end to sometimes verbal, sometimes purely nationalistic battles and to get to the very heart of the struggle against the exploitation of workers by capitalists." And the QFL, at its 12th biennial convention in November, acting on the suggestion of its President, Louis Laberge, decided to stop separating political activity and union activity. In his written speech entitled "United Front"—which he set aside to speak extemporaneously—he declared: "There is no difference between union action and political action—it is a common front. It is all union action." It was one of the QFL guests, Jean Beaudry, Executive Vice-President of the Canadian Labour Congress, however, who, in his message to the delegates stated: "It seems to me that the time has come for all workers in the province of Québec, as well as those in the rest of Canada, to stop separating the lunch box from the ballot box."

Attending the convention, at the Queen Elizabeth Hotel in Montreal, were 918 delegates, representing 23 regional labour councils, 57 different organizations and 416 union locals.

In his speech, President Laberge denounced the violence of the system. "We live in a violent society and this violence, save very few exceptions, originates with owners and is directly against salaried employees." He continued: "We are facing but one and the same enemy—the oppressive organization of a falsely civilized society. This situation demands the unification of all our efforts in one single battlefield. And, whatever the model of society we seek, we now know that the one in which we live, here in the province of Québec and more generally in North America, is not made for us.

"We also know that we are all threatened, whether we be educated or not, qualified or not, organized or not, by the same economic insecurity and the same tools used by power to protect the real beneficiaries of the economic system." He asked whether there was any hope in union action. "Today, we have evidence that even ordinary union work leads to a dead end if it is restricted to peaceful negotiation and application of col-





lective agreements by isolated groups." The worker now has his say, he stated. "Québec workers must no longer leave things to falsely representative elites. They must fight wherever their fate is debated and they must take over these decision centres. They must demand a social organization fit for them, whose mechanisms, legislation and structures would be used to the satisfaction of their needs rather to their integration into a system which uses them to the benefit of a few."

In conclusion, he stated: **"This Québec society will naturally be socialist and will exercise all the powers it deems necessary to fulfil its mission. We can also foresee**

that this society will be basically democratic if it brings to heel those opposed to the founding of a real distributive justice."

Following Laberge's speech, the convention moved a resolution encouraging massive participation of workers in political action aimed at replacing the present system by a socialistic and democratic society. Having recognized the right to self-determination for the province of Québec, including that of proclaiming its sovereignty "in the respect of the needs and hopes of the working classes;" the convention demanded French as the only official language in the province of Québec; that the

central labour body agree to consider its participation in a political party and even, if necessary, the creation of a new party. The QFL reiterated its support for the New Democratic Party on the federal scene and, in spite of an unequivocal eulogy by Laberge for the Parti Québécois (PQ), neither publicly nor officially committed itself on separatism or on the political future of the province of Québec within Confederation.

A manifesto for a new strategy entitled "The State, mechanism of our exploitation," prepared by a team of research workers of the QFL, proposed a long-term objective, namely to "replace the capitalist system and the State which supports it by a social, political and economic organization whose operation will be based on satisfying collective needs, by a popular power placing the State machinery and products of the economy into the hands of all the citizens." On a short-term basis, the document encouraged the workers, in order not to experience this irreversible backward movement, "to fight with an ever-increasing ardour to maintain the acquired rights in our circles, social legislation, etc.; to strongly demand improvements in working conditions and wages; and to demand from the State that public funds not be wasted in private enterprise."

Regarding sectorial bargaining, the QFL intends, through this, to extend unionization to the greatest possible number of workers in the province of Québec. To quieten its detractors, the QFL will henceforth be able to refer to a new code of ethics on strike votes it has given itself to point out the democratic and representative character of its consultations. Finally, concerning the principle of general strike in the province of Québec, the Convention stated that it favoured such a generalized measure limited in time, after a thorough consultation of unions, organizations and other affiliated locals.

Two special campaigns held the attention of the delegates of this Convention—namely, the subscription campaign of "Québec-Presse" and the drive against conditions leading to industrial accidents in the province.

The delegates to the 11th Convention of the QFL had greeted with enthusiasm the creation of the new Québec weekly, *Québec-Presse*, dedicated to the defence of the working class. To this day, the QFL has invested \$100,000 in the publication. During this 12th Convention, Louis Laberge and Fernand Daoust reminded the delegates several times of their interests in and obligations toward this undertaking. The subscription campaign, carried out with much fanfare, produced few encouraging results.



Fernand Daoust

Louis Laberge



President Laberge reopened the campaign concerning the black file of what he himself called "the massacre of the workers." While on a screen behind the stage were shown the pictures of the funeral of Michèle Gauthier (victim of the October 29th La Presse demonstration), he repeated his accusations of "criminal negligence" against the employers who, in his opinion, are responsible for the countless accidents that have occurred on



the various work sites in Canada in general and in Québec in particular. This matter the QFL will take up again and will debate vigorously with the responsible authorities.

Mention has already been made of the visit of Jean Beaudry of the CLC. In his message, he encouraged the Québec workers to bolster up the crumbling progressive forces of the left by uniting under the banner of a unified democratic and socialist party. Besides Beaudry, the QFL delegates also welcomed Paul Couture, Vice-President of the Catholic Farmers' Union, Yvon Charbonneau, President of the Québec Teachers' Corporation, Raymond Laliberté, President of the NDP-Québec, and Marcel Pépin, President of the Confederation of National Trade Unions.

In his speech, the CNTU President reminded his listeners of the important need for common action on matters of common interest. "When the interests of the workers are at stake," he stated, "what matters is that we present a common front, that we get closer together and stop bickering over matters of rivalry in union affiliation."

At the close of the last day, December 4, elections were held for the nine positions on the executive of the Federation. There was only one change: the election of Normand Cherry of the International Association of Machinists as one of the seven vice-presidents. Louis Laberge and Fernand Daoust, President and Secretary-General, respectively, were re-elected by acclamation. Jacques Brulé (Canadian Union of Public Employees), Robert Dean (United Automobile Workers), Saul Linds (Amalgamated Clothing Workers of America), Jean-Gérin Lajoie (District 5 Director of the United Steelworkers), Jos.-S. Laroche (International Brotherhood of Pulp, Sulphite and Paper Mill Workers), and André Desjardins, Director of the Québec Building Trades Council, were elected vice-presidents.

"This is but a start, the battle goes on" was repeatedly heard from the delegates attending the convention. The QFL has decided to take action, broader than simply wage negotiations. It wants to fully commit itself to social and political action. If need be, it is even ready to enter politics and bring all its efforts to bear on a united front.



# Labour legislation in 1970-71

## Part 4: Employment standards

**Extensive amendments were made to the Canada Labour Code, Part III (Labour Standards).** Provisions regarding maternity leave, notice of group and individual termination of employment, severance pay and wage garnishment were introduced and equal pay provisions were transferred to Part III of the Code. Changes were made in the coverage of the legislation and in provisions governing hours of work, minimum wages, annual vacations and general holidays. The amending Act went into force on July 1, 1971 with the exception of the notice of termination and severance pay provisions, which were proclaimed in force January 1, 1972.

When the Revised Statutes of Canada, 1970 went into effect on July 15, 1971, five statutes administered by the Department of Labour were consolidated as the Canada Labour Code: the Canada Fair Employment Practices Act, the Female Employees Equal Pay Act, the Canada Labour (Standards) Code, the Canada Labour (Safety) Code, and the Industrial Relations and Disputes Investigation Act. The former Canada Labour (Standards) Code is now Part II (Labour Standards) of the Canada Labour Code.

The existing employment standards laws (minimum wages, vacations with pay and industrial standards) were consolidated under Part II of the Prince Edward Island Labour Act which was proclaimed in force August 19, 1971. In addition to making changes in existing provisions, the Act introduced requirements regarding individual notice of termination and wage protection.

**The area of wage protection received considerable attention, with seven jurisdictions enacting legislation in this field.** Increases in minimum wage rates went into effect or were announced in ten jurisdictions. New Brunswick increased its annual vacation with pay from one to two weeks. Further, the Saskatchewan Labour Code was amended to lower hours of work. Also amended were four employment standards Acts in the province of Newfoundland.

An Employment Standards Advisory Board has been established in New Brunswick, consisting of a chairman and two or more members equally representative of employers and employees. The Board is to conduct investigations and hold conferences as required by the Min-



ister of Labour. Its purpose is to collect information and develop new legislation regarding the employment standards legislation (six Acts) administered by the Department. The Employment Standards Advisory Board replaced the Minimum Wage Board.

### General provisions of codes

The range of Part III of the Canada Labour Code was broadened by deleting the definition of the term "employee"—a person employed to do skilled or unskilled manual, clerical, technical, operational or administrative work. As a result, the broader ordinary meaning of the term will apply. Further, new equal pay, maternity leave, group termination of employment and garnishment provisions are applicable to managerial employees and members of designated professions. These groups were previously entirely excluded from the labour standards provisions of the Code.

The Saskatchewan Act also excluded managerial employees, except from the vacations with pay provisions. This exclusion is now limited to hours of work and minimum wages. As a result, the vacations with pay, equal pay, notice of termination and wage collection procedures now apply to these employees.

The employment standards provisions in Prince Edward Island were extended to cover a broader area through the removal of certain previous exemptions. Farm labourers are now the only employees completely excluded unless, in the opinion of the Labour Relations Board, they are employed in a commercial undertaking. The province is to appoint an Inspector of Labour Standards with responsibility for inspection and wage collection.

Under the Saskatchewan Act, where a company has committed an offence against the Act, any director, officer or agent of the company who has directed, authorized, assented to, acquiesced in or participated in the commission of the offence is guilty and liable on a summary conviction to the penalty provided, whether or not the company is prosecuted or convicted.

The general penalty for contravention of the federal Code is a maximum fine of \$1,000 or up to a year's imprisonment, or both, upon summary conviction. Separate and higher penalties apply to violations of the group termination of employment provisions. An em-



employer is liable to a maximum fine of \$10,000 on summary conviction or \$100,000 for an indictable offence. Failure to keep proper records or refusal to make them available to an inspector also results in a penalty. An employer is liable to a maximum fine of \$50 a day on summary conviction.

**For the purposes of administration of the federal Code, regulations may now be made:** establishing methods for determining an employee's regular rate of wages with regard to any provision of the Code. (e.g. severance pay, vacation pay); establishing methods for determining the hourly rate for employees who are paid on a time basis other than hourly or who are not paid solely on a time basis; defining absences from work that do not interrupt the continuity of employment for purposes of individual termination of employment, severance pay and maternity leave; and defining regular hours of work for purposes of individual termination of employment and severance pay.

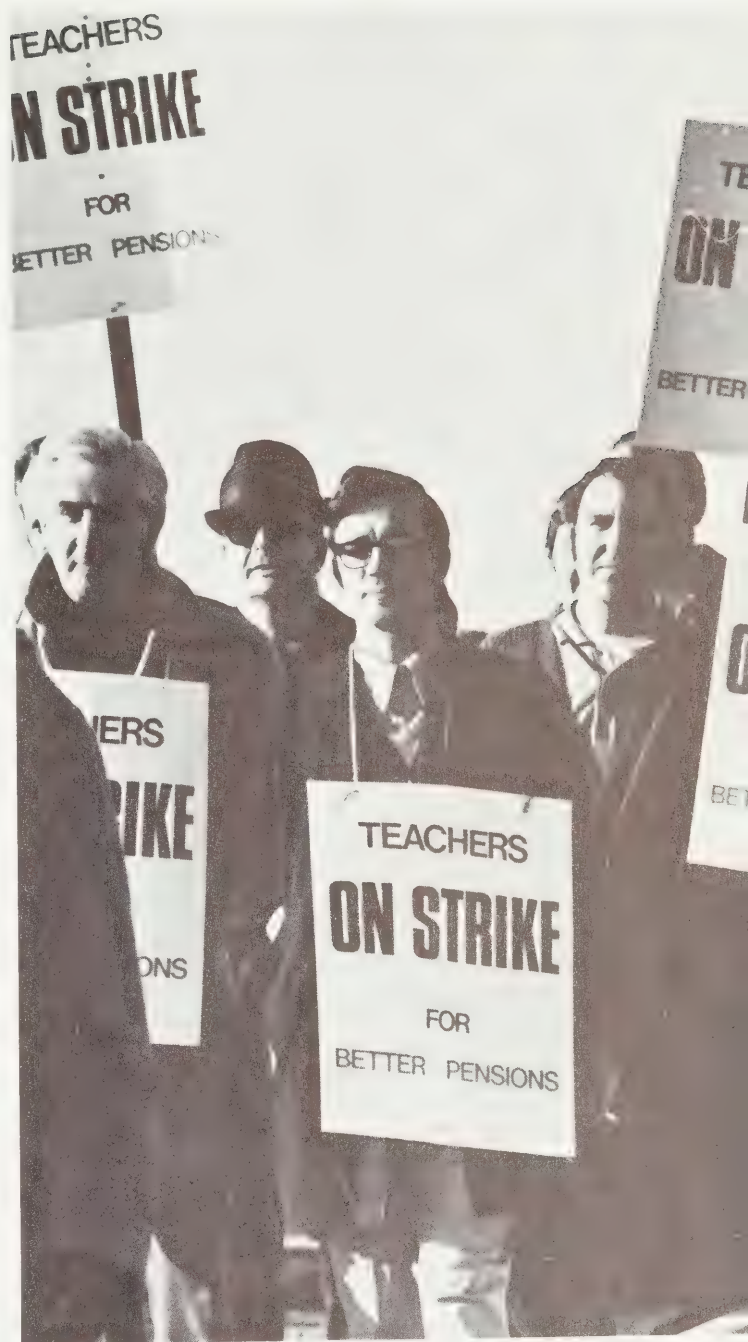
#### **School leaving age**

Amendments to the Education Act of Nova Scotia, to come into effect upon proclamation, provide for the establishment by regulation of the school-leaving age and other school attendance requirements and the issuing of exemption or employment certificates of a temporary or permanent nature. As in other provinces, the employment of children of school age during school hours is prohibited unless an employment certificate has been granted.

At present, the school-leaving age in Nova Scotia is 16 in urban areas and 14 in rural areas. In a rural area however, the age requirement may be raised to 15 or 16 by a majority vote of the ratepayers. Exemption from school attendance of children of 12 years or more is permitted in specified circumstances for a period not exceeding 6 weeks in a school year.

#### **Minimum wages**

The Canada Labour Code, Part III was amended to increase the federal minimum wage for employees 17 and older from \$1.65 to \$1.75 an hour effective July 1 1971. At the same time the rate for young workers, which is established by regulation, was raised from \$1.40 to \$1.50.



**A procedure for adjusting the minimum wage rate without having to amend the Code was introduced.** The Governor in Council may issue orders from time to time increasing the minimum rate. These orders must be gazetted at least three months before the increase is to go into effect.

The provisions of the two Prince Edward Island minimum wage Acts (male and female) were incorporated in Part II of the new Prince Edward Island Labour Act.



Domestic servants are no longer excluded from the new Labour Act, although they are excluded from minimum wage orders. Minimum wage orders must be published in the Royal Gazette at least 14 days before the effective date of the order. The inspector may authorize the employment of handicapped workers at a rate lower than the minimum wage rate. Collusion between an employer and an employee to work for less than the minimum wage or to return part of the wage is prohibited.

In Newfoundland, the wage collection procedures and the provisions governing the keeping and production of records were amended, and in New Brunswick, the Employment Standards Advisory Board replaced the Minimum Wage Board. In the Yukon Territory, the minimum rate for employees 17 and over was increased from \$1.50 to \$1.75 effective January 1, 1972.

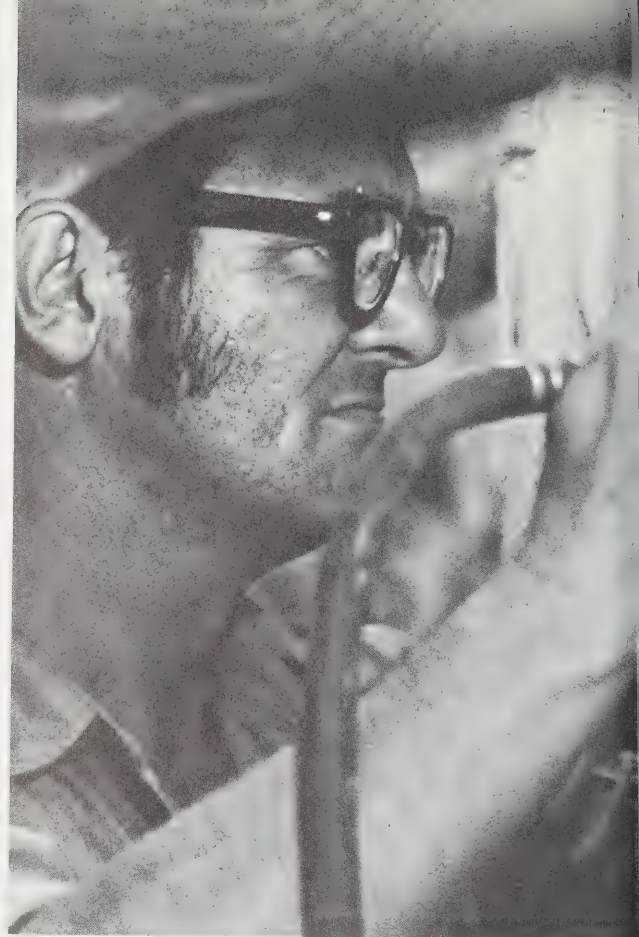
The Saskatchewan general minimum wage rates were increased by 25 cents an hour, effective June 1, 1971:

|                        | 10 cities | Rest of province |
|------------------------|-----------|------------------|
| Employees 17 and over: | \$1.50    | \$1.40           |
| Employees under 17:    | \$1.35    | \$1.30           |

At the same time, rates established by two special orders for construction, well drilling and truck drivers, and for logging and lumbering were similarly increased to \$1.50 an hour.

These three orders were replaced by a single order on January 2, 1972. The new order eliminated zone and age differences and special industry rates, thus establishing one minimum wage applicable to the entire province. On January 2, the minimum wage will be increased to \$1.70 per hour and a further increase to \$1.75 will go into effect on July 1, 1972.

At the same time, the coverage of the minimum wage order was considerably broadened. The following groups of employees are no longer excluded: registered nurses; student nurses; student nursing assistant; student laboratory technicians and student x-ray technicians; employees under the Fire Platoons Act; and



employees of a rural municipality employed solely on road maintenance. The only groups still excluded from the minimum wage provisions are persons employed in farming, ranching or market gardening, domestic workers in private homes, members of the employer's family, and managerial employees.

British Columbia replaced orders applicable to such areas as the geophysical exploration and oil well drilling and service industries; pipeline construction; barbering and hairdressing; and first aid attendants. In all instances, minimum wages were increased.

**A new regulation respecting the Female Minimum Wage Act provides that minimum wage orders, which previously applied solely to male, are to apply to women.** These orders govern the construction industry; the mining industry; machinists, moulder, refrigeration and sheet metal trades; stationary steam engineers; irrigation districts (outside employees); ambulance drivers and attendants in Vancouver, Victoria and environs; and the funeral service business in Vancouver, Victoria and environs.



The Québec shoe industry ordinance, which establishes minimum wage rates for five classes of skilled workers, office employees and probationary employees, was amended to increase the rate for the two lowest paid classes, office employees and probationary employees.

New Brunswick provided for a three-stage increase in its general minimum wage rate: from \$1.15 to \$1.25 an hour on September 1, 1971; to \$1.40 on March 1, 1972; and to \$1.50 on January 1, 1973. Separate rates (\$1.35 an hour) will be set for employees under 18, waitresses, waiters, doormen, bellmen and assistant bell captains, effective March 1, 1972. Special rates applicable to apprentices during the first four months of employment; casual employees employed for less than four months a year; and handicapped workers were deleted, together with the limits placed on the amounts deductible for board and lodging.

The rates established under the two orders governing construction, mining and primary transportation; and logging, forest and saw mill operations were increased from \$1.25 to \$1.40 an hour on September 1, 1971 and will be further increased to \$1.50 on January 1, 1973. The latter order no longer excludes employees engaged in tree planting or those employed less than four hours a day or 24 hours a week. Special rates for apprentices during the first three months of employment and for handicapped workers have been deleted and the amounts that may be deducted for board and lodging increased.

Manitoba announced a 15-cent increase in its minimum rates effective November 1, 1971. The rate for employees 18 years of age and over is now \$1.65 an hour while employees under 18 now must be paid \$1.40. Inexperienced employees are entitled to \$1.50 during the first three months of employment and \$1.60 during the second three months.

During the course of the year, previously announced increases went into effect in Nova Scotia, Ontario and Québec. Québec's zone system was abolished on May 1, 1971.

### Hours of work

The amendments to the hours of work provisions of the Canada Labour Code, Part III, which became effective on July 1, take into account the special problems in some industries which have made it difficult or impossible for these industries to implement the hours of work standards.

As before, the Code sets both standard and maximum hours: the overtime rate (1½ times the regular rate) must be paid after 8 hours in a day and 40 hours in a week, up to a maximum of 48 hours in a week. The averaging of hours of work is permitted where an employee's schedule of hours varies from day to day or week to week because of the nature of the work. Work in excess of the maximum hours is allowed under permit if the Minister is satisfied that exceptional circumstances justify the additional hours.

Before amendment, the Code provided for the deferment or suspension, by Ministerial order, of the hours of work provisions for a period not exceeding 18 months if it could be shown that the implementation of the standards would prejudice the interests of the employees or be seriously detrimental to the operation of the



business or undertaking. Such a deferment or suspension period could be extended by an order of the Governor General in Council after an inquiry. These deferment procedures have been replaced.

**The Governor in Council is now authorized to make regulations varying the standard and maximum hours for classes of employees in any specified industrial establishment where the Code standards would be unduly prejudicial to the interests of the employees or seriously detrimental to the operation of the establishment.** Any class of employees may be totally exempted from the provisions governing standard and maximum hours and overtime pay where these provisions cannot reasonably be applied. It should be noted however, that in both cases an inquiry must be held before such regulations may be made.

Regulations may also be made (1) specifying the circumstances under which the overtime rate should not be applied because of the nature of the work practices followed (e.g. arrangements associated with changes of shift and bidding on job assignments because of seniority in the railway industry), and (2) establishing methods for calculating the hours worked by employees in certain industrial establishments.

The existing deferment and suspension orders are to remain in force until the date fixed in the order or, if the deferment is replaced by regulations, until 180 days after an inquiry has been held and its report given to the Minister. In cases where the hours of work provisions of the Code have not been applied, the deferment continues in effect for a year (unless it is revoked sooner) or until the deferment is replaced by regulations which may go into force 180 days after an inquiry has been held and its report given to the Minister.

The Transport of Goods by Motor Vehicle Hours of Work Extension Order issued under the Code was twice amended. The standard hours of work for highway drivers are 10 in a day (without an uninterrupted period off work of at least 8 consecutive hours) and 60 in a week. One amendment provides that where there are two drivers and sleeping accommodation in the cab, the 8 hours off work may be made up of two periods totalling 8 hours, neither of which may be less than 2 hours. The Order, which was to lapse on June 30, 1971, was extended until June 30, 1972.

The extension order for highway drivers of Post Office mail contractors lapsed on June 30, 1971. Following the recommendations of the inquiry commission, the Hours

of Work (Mail Transport) Regulations were issued, further suspending the hours of work provisions of the Code for these drivers until June 30, 1972. As previously, the standard hours of work are 10 in a day and 60 in a week, after which overtime of one and one-half times the regular rate must be paid.

The Saskatchewan Labour Standards Act, amended this year, sets out rules for calculating wages on an hourly basis for purposes of overtime where employees are paid on a daily, weekly or monthly basis. The Act requires the payment of overtime rates (one and one-half times the regular rate) after standard hours of 8 in a day and 44 in a week.

A further amendment to the Act, proclaimed in force January 2, 1972 introduced several basic changes in hours of work provisions. The weekly standard hours were reduced to 40 (the daily standard remains at eight hours). It made provision for a 4- as opposed to a 5- day work week. Under certain conditions, an employer may require or permit an employee to work up to 10 hours a day for 4 days a week without paying overtime. Previously, an employee could work up to 9 hours a day for 5 days. **There is to be no reduction in the wage rates as a result of the lowering of the standard weekly hours.**

The special hours of work provisions established by regulations for certain trades in various geographical regions have been repealed. Under the old provisions, a 48-hour work week applied to the following: all shops outside the cities and 71 towns and villages; workplaces other than shops, offices and factories outside the cities and a 5-mile radius; mine construction; and transmission pipeline construction. In addition, in 5 smaller cities and 71 towns and villages, an 11-hour day was permitted once a week as long as the 44-hour week was observed. All these special hours provisions have now been replaced by a 40-hour workweek.

There were also changes regarding exclusions from the hours of work provisions. Fishing or preparing fish for market, janitors and caretakers in residential buildings, and the geophysical and seismographical industry are no longer excluded. Some areas of exclusion were changed and others remained in force. Employees still excluded from the hours of work provisions of the Act are lawyers and law students; persons in highway construction; persons employed by rural municipalities solely in road construction and maintenance; commercial



travellers; the logging industry; chartered accountants and students in any locality where there is no office of a practising public accountant; and the northern area of the province north of Township 62 except the village of La Ronge and town of Creighton and their 5-mile radii, and the municipal Corporation of Uranium City and District.

Standard hours of work were changed for several groups of employees governed by minimum wage orders. In British Columbia hours for barbers were lowered from 8 and 44 to 8 and 40 and for the geophysical exploration industry from 191 a month to 173. The hours for employees in logging, sawmill, and forest operations in New Brunswick were lowered from nine and 54 to nine and 48. In Ontario, the watermain construction industry standard hours, which were lowered to 48 a week last year, were increased again to 50.

In Manitoba the standard hours of work for the construction industry fixed under the Construction Industry Wages Act are 40 a week in the Greater Winnipeg area and 44 a week (previously 48) throughout the rest of the province. The standard hours applicable to the heavy construction industry in the province are 60 hours a week. This figure is reduced to 48 hours a week in the Greater Winnipeg area during the winter.

#### **Annual vacations with pay**

The vacation pay provisions of the Canada Labour Code, Part 111 (Labour Standards) were amended in order that a vacation could be granted during the year in which an employee is establishing his entitlement to the vacation; and vacation pay could be given on the employee's regular pay day during the vacation. **An employee is now entitled to a two-week vacation with pay**



**“in respect of every year of employment” rather than after every completed year of employment, as before.** Vacation pay must be paid at such time as is prescribed by the regulations. Formerly it had to be paid at least one day before the vacation was to begin or at an earlier time as prescribed by regulations.

On termination of employment, any vacation pay owing in respect of a prior year of employment and any part of the vacation pay for the current year must be paid immediately. The requirement that an employee must have been continuously employed by the same employer for 30 days in order to be entitled to vacation pay on termination of employment is deleted. Consequently, all employees (including persons employed on a daily basis) are entitled to vacation pay.

In New Brunswick, the Vacation Pay Act was amended to increase the vacation with pay benefits from one to two weeks and vacation pay from 2-4 per cent of annual earnings. Employees start accumulating their entitlement to the two week vacation on July 1, 1971.

Under the Newfoundland Annual Vacations with Pay Act, an employee who has worked less than the required 90 per cent of regular working hours during the year must now receive pay in lieu of a vacation. In order to be entitled to vacation pay on termination of employment, such an employee must have been employed for at least 7 consecutive working days.

“Regular working hours” are re-defined as the hours recognized as normal for the type of employment in which the employee is engaged, whether such recognition is given by any Act or orders, rules, regulations or other provisions under any Act, or by the more favourable provisions of any collective agreement, contract of service or custom. Previously, the definition referred to the hours recognized as normal by the employer concerned. Another amendment expressly excludes tips and other gratuities and bonuses “voluntarily provided” from the amount of remuneration on which vacation pay is calculated.

The Prince Edward Island vacation with pay provisions were broadened and incorporated in Part II (Employment Standards) of the new Prince Edward Island Labour Act. Part II applies to all employees in the province other than farm labourers. Persons employed 24 hours or less a week are the only group expressly ex-

cluded from the vacation pay provisions. All domestic servants are now eligible for vacation pay benefits. Previously domestic servants employed for a period of less than two months were excluded from such benefits.

As before, an employee who has worked at least 90 per cent of regular working hours during the year is entitled to a one-week vacation with vacation pay of 2 per cent of annual earnings or to pay in lieu of a vacation on termination of employment. A vacation must now be extended by one working day where a holiday occurs during the vacation.

Persons who work less than the prescribed number of hours must now receive pay in lieu of a vacation. Where the employee's employment does not cease, the vacation pay must be paid on the next regular pay day following the anniversary date of his employment.

For purpose of calculating vacation pay, earnings include the cash value of board and/or lodging. The cash value is deemed to be the amount actually deducted from wages, the amount agreed upon between the employer and the employee as being the cash value, or the maximum deduction allowed under a minimum wage order, whichever is the greatest amount.

**As in Ontario and Alberta, vacation pay is deemed to be held in trust for the employee and the accrued amount is a charge on the assets of the employer and has priority over all other claims.**

A regulation issued under the Ontario Employment Standards Act requires that pay in lieu of a vacation on termination of employment must be paid on termination, or within a week of termination, rather than on the next regular pay day. “Total pay” for purposes of calculating vacation pay includes all payments due to the employee according to the Act, regulations or terms of employment. It does not include supplementary unemployment benefits or payments at the discretion of the employer.

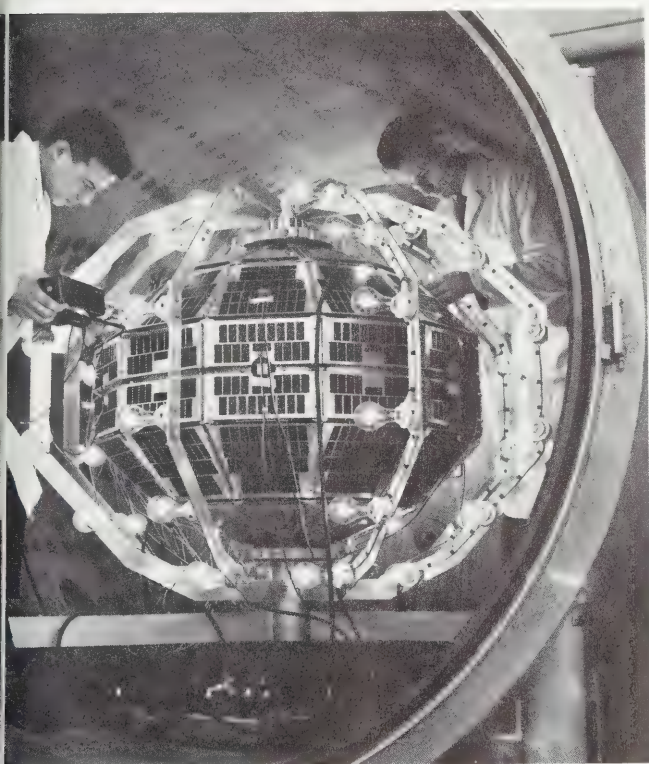
Under the Act, non-continuous prior service may be counted for vacation purposes. If an employee has completed 12 months of non-continuous employment in any 36-month period, he is entitled to a vacation. The regu-

lation defines non-continuous employment to include situations where an employee consistently works all or part of a working day or days in each regular pay period. Employment is to be counted as employment for the entire pay period.

### Public holidays

Some changes were made in the provisions of the Canada Labour Code governing general holidays with pay. Employees in federal industries are entitled to 8 holidays with pay: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

Remembrance Day was added to the list of fixed holidays (New Year's Day, Dominion Day and Christmas Day). When such a holiday falls on a Saturday or a Sunday that is a non-working day, an alternative day's leave with pay must be granted on the working day immediately preceding or following that holiday.



Under the Code, an employee engaged in a continuous operation who works on a general holiday is entitled to his regular pay for the day and must either receive overtime pay (one and one-half times the regular rate) or be

given a holiday with pay at another time. An amendment to this provision stipulates that where a collective agreement so provides, an employee must be paid for the holiday on his next non-working day.

**An employee in a continuous operations is not entitled to be paid for a general holiday if he did not report for work on that day when called. Now, in addition, he is not entitled to pay on a holiday if he "signs-off" in accordance with the conditions of employment prevailing in the establishment where he works, and thus makes himself unavailable for work on that day.**

In Manitoba, the Remembrance Day Act provides that work must not be performed on the holiday except in farming and certain listed essential services, or in emergency circumstances on permit from the Minister of Labour. An amending Act made some changes in the provisions governing compensation for work performed on Remembrance Day. An employee who is required to work on the day must be paid at least his regular rate of wages and must be granted a day off with pay within 30 days before or after the holiday. In lieu of being given a day off, an employee must be paid twice his regular rate for the time worked. Where an employee is called in, the regular rate must be paid for the time worked or for not less than one-half the normal working hours of a regular working day whichever is greater. Formerly, an employee (other than a watchman, janitor or furnace tender) who was paid not more than his regular rate had to be granted compensatory time off with pay within 30 days before or after Remembrance Day.

### Weekly rest

A regulation issued under the Newfoundland Weekly Day of Rest Act excludes certain groups of employees from the provisions of the Act. The main exemptions apply to persons employed in catching, handling or processing herring or by employers operating in remote areas whose employees live in bunk houses and have given written notice that they do not wish a rest period. A few other minor and narrowly defined groups in the fishing, pulp and paper, and mining industries are also excluded. The Act excludes senior managerial employees who are defined by the regulation to include members of five professions and managers, superintendents and supervisory employees who are not themselves supervised.

### Notice of termination of employment

**The new federal and Prince Edward Island legislation governing notice of termination of employment brings to eight the number of jurisdictions with statutory notice**



**requirements regarding individual dismissals.** The federal government is the third jurisdiction to require notice of group of collective dismissals.

Under the Canada Labour Code an employer must give advance notice of group dismissals. Notice must be given where the employment of 50 or more persons is to be terminated simultaneously or within a four-week period. Regulations may be made requiring advance notice where a lesser number of employees is being dismissed.

For purposes of group dismissal, layoff is equivalent to termination of employment. Regulations may be made, however, specifying circumstances in which layoff is not to be counted as dismissal and under which advance notice will not be required.

The length of the notice period varies according to the number of employees being dismissed: 50-100 employees—8 weeks; 101-300 employees—12 weeks; more than 300 employees—16 weeks.

Advance notice of group dismissal must be given in writing to the Minister of Labour. Copies must be sent immediately to the Department of Manpower and Immigration and to the certified or recognized union. Where there is no union, the notice must be given to the employees being dismissed, either in writing or by posting a notice in the establishment. The written notice must state the anticipated date of dismissal and the estimated number of employees in each occupational classification whose employment will be terminated. Regulations may require that the notice include additional information.

In addition, the employer and the trade union must provide the Manpower and Immigration Department with whatever information it requests in order to assist the employees. Both the employer and the trade union are required to co-operate with that Department in order to facilitate the re-employment of the dismissed employees. Superintendents and managerial employees are to be included in calculating the number of employees to be dismissed. Regulations may exempt employees employed on a seasonal or irregular basis.

**The requirement to give notice may be waived for an industrial establishment or a specified class of employees by an order of the Minister of Labour subject to any terms or conditions that he may determine.** Such an order may be made upon the application of any person. The Minister must, however, be satisfied that the requirement to give notice would be unduly prejudicial to the interests of the employees or the employer or seriously detrimental to the operation of the establishment.

Under the Code's provisions respecting individual dismissals, every employee with three months service (except a manager, superintendent or member of a profession) is entitled to two weeks notice of termination of his employment. In lieu of such notice, he is entitled to two weeks wages at his regular rate for his regular hours of work.



As in the case of group dismissals, an employee is entitled to notice of termination when he is laid off, except in circumstances defined by regulation. Notice is not required where an employee is dismissed for just cause. Where an employee continues to be employed for more than two weeks after the termination date specified in the notice, his employment may not be terminated (except with his written consent) unless notice is given again.

The Code takes into account the "bumping" provisions that may be contained in collective agreements. Where, under the terms of an agreement, an employee whose position becomes redundant is authorized to displace another employee on the basis of seniority, the notice requirements may be met by either (a) giving at least two weeks notice in writing to the union and to the em-

ployee that the employee's position has become redundant and posting a copy of the notice in a conspicuous place in the establishment, or (b) giving pay in lieu of notice to the employee whose employment actually is terminated.

**After notice has been given, wages and other conditions of employment must not be altered, except with the written consent of the employee.** During the notice period the employee must be paid at his regular rate for his regular hours of work.

The notice of termination provisions in Part II (Employment Standards) of the Prince Edward Island Labour Act require an employer to give an employee who has three months service or more one week's notice of termination of employment. Similarly, an employee must give his employer one week's notice before terminating his employment.

On termination, an employee is entitled to the sum earned during the notice period or the equivalent of his normal wages for one week (exclusive of overtime), whichever is greater. If he is dismissed without notice, he must be paid his normal wages for the week, exclusive of overtime.

Notice is not required where an employee is dismissed for just cause, including shortage of work. Part II of the Act applies generally to all employees except farm labourers. However, any activity, business, work, trade or occupation may be exempted by regulation from the requirement to give notice.

In Newfoundland, the Employment (Notice of Termination) Act, 1969 requires both the employer and the employee to give advance notice of termination of employment equivalent to one regular pay period. An amendment to the Act provides that notice is not required where employment is interrupted by a strike or a lockout, or during the first month of employment. Previously, notice was not required during the first month of a mutually agreed upon probationary period.





The above-mentioned amendment also provides for the appointment of inspectors to enforce the Act and regulations. Further, it establishes a new wage collection procedure similar to the procedure adopted with respect to other labour standards laws.

### Severance pay

Under the new severance pay provisions in the Canada Labour Code, Part III—the first such legislation in Canada—an employee with five years continuous service or more must be given severance pay on the termination of his employment. He is entitled to pay that is equivalent to two days wages at his regular rate for his regular hours of work in respect of each completed year of employment, up to a maximum of 40 days wages.

The employer is not required to give severance pay to an employee who is dismissed for just cause or to a person who, on termination of employment, is entitled to a retirement pension. Regulations may be made establishing methods for determining whether private severance pay plans provide benefits equivalent to those required by the Code.

### Maternity protection

The new maternity protection provisions in the Canada Labour Code grant 17 weeks of maternity leave—11 weeks before and 6 weeks after childbirth—and ensure job security to women absent from work because of pregnancy.

**To be eligible for maternity leave, a woman must have been continuously employed by her employer for 12 months.** She is also required to make application in writing at least 4 weeks before the day on which the leave is to begin and to produce a medical certificate certifying that she is pregnant and specifying the estimated date of delivery.

The Code provides for voluntary prenatal leave of up to 11 weeks before the anticipated date of delivery, and this period is to be extended to the actual date of confinement. The 6 weeks of postnatal leave is compulsory. This period may, however, be reduced by agreement between the employer and the employee if a medical certificate is presented, certifying that the employee's return to work at an earlier date will not endanger her health.

Provision is made for special circumstances arising out of pregnancy. An employee who does not make application for prenatal leave within the prescribed time is entitled to leave during the 11-week period, provided that she furnishes her employer with a medical certificate indicating the probable date of delivery and certifying that during the period of leave she was incapable of performing the normal duties of her employment because of a medical condition arising out of her pregnancy that was not expected by the physician.

Upon resuming her work after confinement, the employee must be reinstated in her position or in a comparable position with no reduction in wages or benefits. Her employment is deemed to have been continuous for purposes of calculating pension or other benefits. An employer must not dismiss or lay off an employee solely because she is pregnant or has applied for maternity leave.

**The three other jurisdictions which have maternity protection legislation—British Columbia, New Brunswick and Ontario—provide for 12 weeks of maternity leave,** six weeks before and six weeks after childbirth, with the postnatal leave being compulsory. In Ontario, as under the federal Code, the prenatal period must be extended to the actual date of delivery and the period following confinement may be reduced with the physician's approval. In British Columbia and New Brunswick, the postnatal period may be extended on medical grounds. The provincial Acts also protect the employee against dismissal because of pregnancy. In Ontario, she must be permitted to resume work with no loss of seniority or accrued benefits. The Ontario law does not apply to employers with fewer than 25 employees.

### Equal pay

In the federal field, the equal pay provisions formerly contained in the Female Employees Equal Pay Act were amended and embodied in Part III (Labour Standards) of the Canada Labour Code. The provisions were considerably strengthened, particularly with respect to enforcement, and were extended to apply to men as well as women.

The revised wording of the substantive clause is similar to that of the federal United States Equal Pay Act and of the Ontario legislation. It implements, with respect to the criteria for determining equal work, recommenda-

tions of the Royal Commission on the Status of Women. **An employer is forbidden to establish or maintain differences in the wages of his male and female workers where they are employed in the same establishment and are performing under the same or similar working conditions the same or similar work on jobs requiring the same or similar skill, effort and responsibility.**

It is expressly stated, however, that the payment of different wages to male and female employees does not constitute a violation of the Code if the difference is based on a justifiable factor other than sex. An employer is prohibited from reducing an employee's wages in order to comply with the equal pay standard.

Enforcement no longer depends solely on a formal complaint being filed by an aggrieved person. The equal pay provisions are enforced through regular inspection provided for under Part III (Labour Standards) of the Code. Department of Labour inspectors are required to examine an employer's records to ensure compliance with the provisions, irrespective of whether a complaint has been filed. This approach to enforcement was adopted first in Ontario when equal pay provisions were transferred from the Human Rights Code to the Employment Standards Act.

Under the Manitoba Equal Pay Act, an investigation of the facts of the matter must be made where a complaint is registered regarding a violation of the Act. The Act was amended to permit a complaint to be made not only by the person claiming to be aggrieved by the violation but also by someone acting on his or her behalf. Provision was also made whereby the Director may commence an investigation where he is satisfied that there are grounds for complaint. Previously, only a complaint filed by the aggrieved person resulted in an investigation.

Under the Saskatchewan Labour Standards Act a female employee who felt she had been discriminated against with respect to equal pay was required to file a complaint on a prescribed form with the Director of Labour Standards. Enforcement of equal pay provisions is no longer made contingent on the filing of a complaint by the aggrieved person. The Director must now, when he receives a complaint, immediately bring the matter to the attention of the Minister.

The equal pay provisions of the Newfoundland Human Rights Code, 1969 were proclaimed in force effective September 1, 1971.

### Wage protection

In the past year, there has been considerable activity in the area of wage protection. Wage collection procedures were introduced in Prince Edward Island and Saskatchewan and a uniform procedure established in Newfoundland. Additional provisions affording protection to employees were included in the Acts or regulations of several jurisdictions. **Legislation concerning garnishment of wages was passed in New Brunswick, British Columbia, Ontario, Prince Edward Island and by Parliament.**

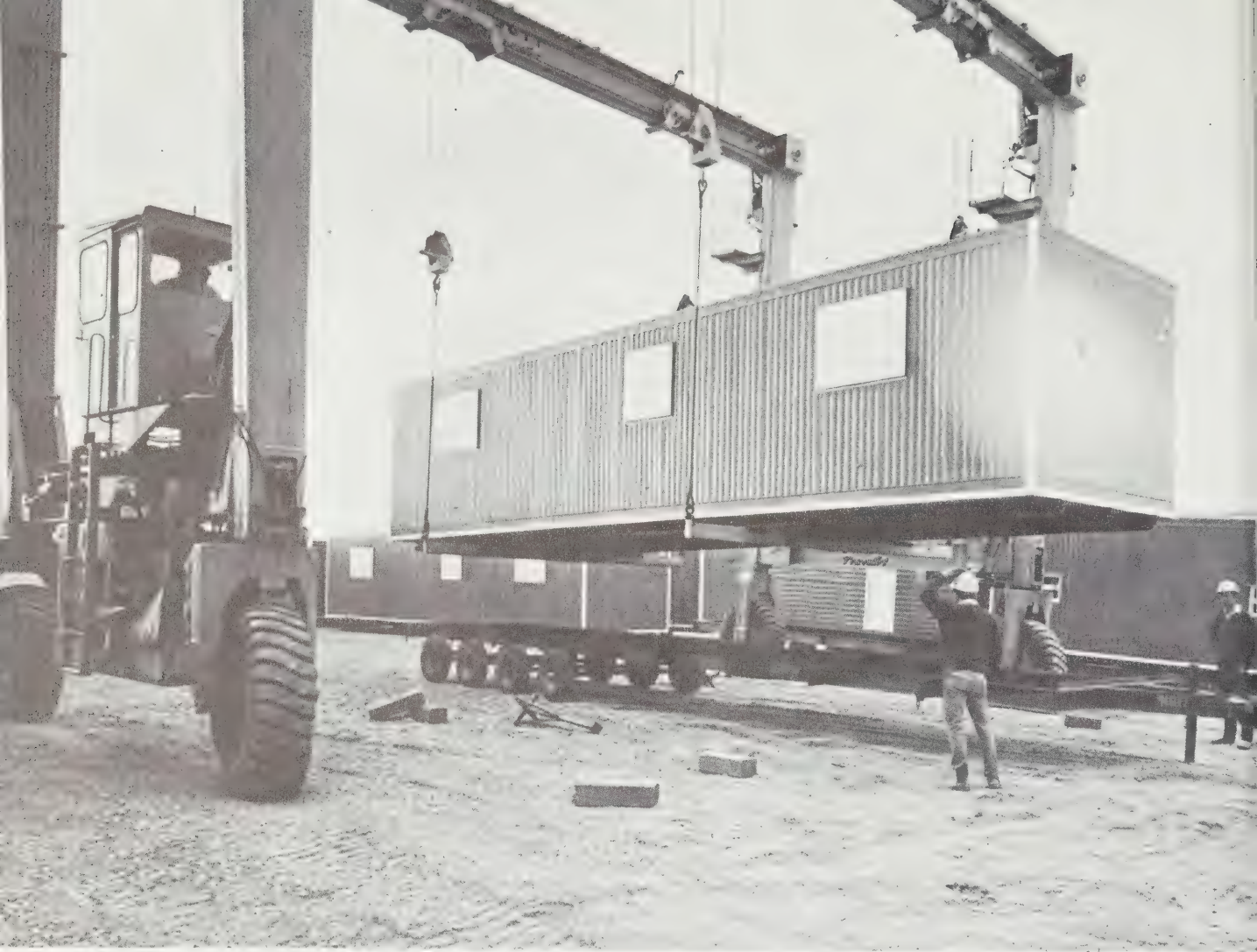
Effective April 16, 1971 a wage collection procedure was added to the Saskatchewan Labour Standards Act. Company directors were made liable for unpaid wages and three months' wages was made a priority debt. The Minister of Labour is authorized to collect wages on behalf of employees. He may issue a certificate showing the amount due. This certificate may be made enforceable as an order of a district court by filing it with the court. An employer may appeal within 30 days for a review of the amount. The appeal is to be a new trial and the decision of the court is final.

The directors of a company are jointly and severally liable for up to six months wages due for services performed while they were directors. Where wages are owing by a company 30 days after the Minister has filed a certificate, proceedings similar to the ones described above may be taken against the directors who, in the opinion of the Minister, are liable.

The wages owing as stated in the certificate are to be paid to the Minister. Payment by the employer discharges his liability for the amount stated. Any costs are to be deducted from the amount collected before it is paid over to the employees. An employee has priority for three months wages over all other creditors of the employer and then ranks as an ordinary creditor for the balance of wages due. Previously, 30 days wages were a priority debt.

The Prince Edward Island Labour Code also introduced a wage collection procedure and made wages a priority debt. Pay statements are now required on each pay day. The Inspector of Labour Standards is to determine the amount of wages owing to an employee and must notify





the employer of his determination. The Inspector may demand that the employer pay him up to \$2,000 per employee by a specified date. Where the Inspector has collected the wages due, the employer may appeal to the Labour Relations Board for a review. The Board must hold a hearing giving the employer full opportunity to be heard and determine the amount owed by the employer.

Unpaid wages of up to \$2,000 have a priority over all other claims against the employer. Specific provisions govern vacation pay. Pay statements must be furnished each time wages are paid. Previously, under the Vacation Pay Act, an employer was required to issue a statement when requested to do so by the employee.

Newfoundland has made uniform provision for collection of wages due under four employment standards Acts (minimum wages, vacations with pay, notice of termination and industrial standards).

Where an inspector finds that an employer has failed to pay wages as required by any of these Acts, he may determine the amount owing. If the employer agrees in writing with the determination, he must pay the amount to the Deputy Minister of Labour within seven days. The money may be paid directly to the employee if the inspector gives written approval. In this case, proof of payment must be submitted to the Deputy Minister within 10 days. An employer who pays the amount owing is not liable to prosecution for the offence if the Minister of Justice so directs on the recommendation of the Minister of Labour.

Under the Canada Labour Code, Part III, the Minister of Labour may make an order declaring employers who operate associated or related businesses to be a single employer. The employers then become jointly and indi-

vidually liable for payment of overtime pay, vacation pay and other wages. Before such an order is made, the employers must be granted a reasonable opportunity to be heard.

For purposes of calculating an employee's entitlement to a vacation under the Code his employment is deemed to be continuous where the business in which he is employed is sold or otherwise transferred to a new owner. This provision was extended to apply for purposes of calculating an employee's entitlement to a notice of termination of employment, severance pay and maternity leave.

**A regulation under the Ontario Employment Standards Act limits the deductions that may be made from wages.**

Only deductions required by or made pursuant to a statute, authorized in writing by the employee or his agent, or made pursuant to a court order are allowed. Certain deductions are expressly forbidden: cash shortages where two or more persons have access to the cash, losses due to faulty workmanship, or value of property lost by or stolen from the employee.

In New Brunswick, the garnishment of wages was entirely forbidden, effective May 15, 1971. Previously the Garnishee Act exempted from garnishment wages to the extent of \$35.

A new Division of the Canada Labour Code, Part III forbids an employer to dismiss, lay off or suspend an employee solely because of garnishment.

**The British Columbia Attachment of Debts Act was amended to prohibit dismissal, demotion or the termination of a contract of employment because of garnishment.** The Act provides for penalties for an employer who contravenes this provision, and requires that the employee be reinstated. Where the employee lays charges within 14 days, he is entitled to wages and benefits lost between the date of the offence and the date on which the information was laid. He is also entitled to whatever amount the judge orders for the period between the date of the information and reinstatement.

A limit of 70 per cent was placed on the amount of wages that may be garnisheed. The absolute minimum amounts that must be left the debtor for his maintenance were increased from \$75 to \$100 a month for persons without dependants and from \$150 to \$200 a month for persons with dependants.

The minimum exemption does not apply in cases of debt for board and lodging where the debtor does not have dependants. For persons with dependants, it does not apply where the judge or registrar considers that the amount is not necessary for the maintenance of the dependants.

Lower exemptions apply where wages are attached under alimony or maintenance orders or a separation agreement: half of wages for persons earning up to \$600 a month and a third of wages for those earning more than \$600. The minimum exemption is \$100 a month. A creditor or debtor may appeal to the Court for an order decreasing or increasing these exemptions. The exemption must not be increased to more than 90 per cent of wages or decreased below the minimum exemptions (\$100 to \$200).

The Court may terminate a garnishing order and permit a debtor to pay his debt by instalments. The instalment order is to be terminated where the debtor is in default for more than 5 days or where his wages are garnisheed for another debt.

The provisions of the Ontario Wages Act regarding exemptions from garnishment were broadened. The 70 per cent exemption is now to apply to persons without dependants and to debts for board and lodging. As previously, a judge may lower this percentage where a creditor contends that, having regard to the nature of the debt and the circumstances of the debtor, the 70 per cent exemption is unreasonable. The absolute minimum exemption of \$2.50 a day was removed. The prohibition against wage assignments (except to credit unions) was made retroactive and wage assignments now outstanding were invalidated.

Under the Prince Edward Island Garnishee Act, the amount of wages that is to be exempt from garnishment is to be established by regulation. In no case must the exemption be less than the person would receive under the Welfare Assistance Act of Prince Edward Island. Previously, half of an employee's wages was exempt from garnishment. The minimum exemption for person with dependants was \$10 a week (including board provided by the employer). No exemption applied to debts for board and lodging.



## Price indexes

### Consumer, January, 1972

The consumer price index (1961 = 100) increased 0.3 per cent to 136.7 in January from 136.3 in December, and was 4.9 per cent higher than in January 1971. Food and housing advanced 0.7 per cent and 0.5 per cent respectively, and were mainly responsible for the latest rise. Other components that registered increases were transportation 0.6 per cent; health and personal care 0.1 per cent; and recreation and reading 0.1 per cent. The only major component that declined was clothing. It showed a seasonal drop of 0.7 per cent. The tobacco and alcohol index was unchanged.

**The food index advanced 0.7 per cent** to 136.4 from 135.5 and was 7.8 per cent higher than a year ago. Restaurant meal prices rose 0.3 per cent and the level of prices for food consumed at home increased 0.8 per cent. Higher prices for meats, poultry, eggs and certain miscellaneous groceries—that accounted for most of the increase in the index of food for home consumption—more than offset declines in some vegetables and cereal products.

There were increases in the price of beef, 3.4 per cent, chicken, 3.9 per cent, and pork, 1.2 per cent (centre cut chops) and 2 per cent (other cuts). The meat, fish and poultry index rose 2.5 per cent. It was 8.4 per cent

higher than in January 1971. Egg prices increased 3.4 per cent. The vegetable index decreased 5.8 per cent as lower prices for tomatoes and lettuce outweighed increases in other fresh vegetables. Higher prices for grapefruit, apples and some canned and dried fruits exceeded lower orange and banana prices to fractionally advance the fruit index. Since January 1971 the general levels of vegetable and fruit prices have increased 16.2 per cent and 11.1 per cent respectively. Fluid milk prices were unchanged, but higher prices for other dairy products, including cheese, powdered and evaporated milk, and ice cream, were responsible for an increase of 0.5 per cent in the dairy products index (excluding butter).

Among staple foods, butter prices increased 0.6 per cent and the bakery and cereal products index declined 0.6 per cent chiefly because of special prices for bread in several cities. Among other food items, sugar prices rose almost 28 per cent. Increases were also recorded for other items including jelly powder, honey, soft drinks and infants' food.

**The housing index rose 0.5 per cent** to 140.5 from 139.8 as a result of increases in the shelter and household operation components. It was 4.8 per cent above its January 1971 level. A 0.4 per cent rise in the shelter index was mainly due to higher mortgage interest costs, new

house prices and repair charges. The household operation index advanced 0.6 per cent with the largest increases recorded for postage rates and household help wages; among other items, higher domestic gas rates were registered in Alberta, and electricity charges increased in some cities in southern Ontario and Alberta. Floor coverings and household textile costs advanced slightly but the furniture index recorded a small decline. Higher prices were also recorded for toilet paper, light bulbs, dishes, food wrap, soap flakes and detergents.

**The clothing index decreased 0.7 per cent** to 130.2 from 131.1 but was 2.5 per cent higher than in January 1971. Price decreases of 1.1 per cent for men's wear, 1.0 per cent for women's wear, 0.9 per cent for children's wear, 0.3 per cent for footwear and 0.4 per cent for piece goods, reflected midwinter sales of many items. In men's wear, prices of suits fell seasonally, 1.5 per cent; overcoat, slacks and ski parka prices were about 3 per cent lower. The decline in women's wear was mainly as a result of sale prices on winter coats, woollen dresses and skirts, sweaters and slippers. Seasonal reductions for boys' parkas and slacks, and girls' snowsuits and coats were responsible for a decline in the children's wear index. Sales on women's snowboots reduced the footwear index.

**The transportation index rose 0.6 per cent** to 132.3 from 131.5, and was 4.7 per cent higher than in January 1971. This increase was mainly because of a rise of 1.6 per cent in new car prices. Among other automobile operation items, motor oil prices advanced in a number of cities. Inter-city travel fares increased 1.2 per cent as a result of increases in the train fare index.

**The health and personal care index moved up 0.1 per cent** to 146.3 from 146.1 and was 4.0 per cent above the January 1971 level. Higher dentists' fees in Saskatchewan were responsible for the increase. Among toiletry items, minor price increases for toilet soap, shaving cream and toothpaste were offset by reductions for razor blades and cleansing tissues.

**The recreation and reading index moved up 0.1 per cent** to 136.5 from 136.3 because of higher newspaper subscription rates in Saint John, Montreal, Peterborough and Sudbury. In the 12 months to January 1972 the rec-



reation and reading index increased 1.7 per cent. **The tobacco and alcohol index was unchanged** from its December level of 129.7, and was 2.1 per cent higher than in January 1971.

Consumer price index items, when classified by commodities and services, offer another view of the incidence of the change in prices. In the latest month, the total commodities index rose 0.3 per cent because food quotations advanced 0.7 per cent and durable prices moved up 0.6 per cent; higher new car prices were chiefly responsible for the durables increase. On the



other hand, the index for non-durable commodities excluding food, declined 0.2 per cent as a result of reduced prices for clothing. A 0.4 per cent rise in the service index reflected higher charges for postage, household help and dentists, together with increased shelter prices.

### City consumer, January 1972

Consumer price indexes between December and January rose in all regional cities and city-combinations except Halifax. Its index was unchanged. The increases ranged from 0.2 per cent in Winnipeg to 0.9 per cent in St. John's, Nfld. Food indexes rose in all regional cities except Saint John, N.B. as higher quotations for most meats, sugar, eggs, cheese and many fresh produce items were registered across the country. Housing components rose in nine cities mainly as a result of increased postal rates and higher wages for household help. A seasonal advance in the train fares index and increased prices for new automobiles resulted in the transportation indexes rising in all regional cities. Clothing indexes declined in seven cities mainly because of mid-winter sale prices. The health and personal care components registered mixed movements. Indexes for recreation and reading advanced in two cities because of higher newspaper subscription rates. They were unchanged in ten other cities. Tobacco and alcohol indexes were unchanged.

Regional consumer price index point changes between December 1971 and January 1972 were: On the base 1961=100: St. John's +1.1 to 126.1; Montreal +0.7 to 129.6; Saskatoon-Regina +0.7 to 126.3; Ottawa +0.6 to 133.6; Vancouver +0.6 to 130.0; Saint John +0.5 to 127.4; Edmonton-Calgary +0.5 to 130.8; Toronto +0.4 to 132.0; Winnipeg +0.3 to 131.4; Halifax unchanged at 128.2. On the base 1969=100: Quebec City +0.6 to 106.2; Thunder Bay +0.4 to 105.8.

"City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring," says a **Statistics Canada** report. "In this connection, the shelter component of the city indexes moves on the basis of changes in rents only, whereas changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over longer periods. Studies are under way to incorporate home-ownership prices in city indexes."

### Wholesale, January, 1972

The general wholesale index (1935-39=100) advanced 1.4 per cent in January to 299.4 from the revised December index of 295.4. It was 5.1 per cent higher than the January 1971 index of 285.0. The eight major group indexes were higher. The vegetable products group index rose 2.7 per cent to 242.9 from 236.5 on higher prices for sugar and its products, grains, and tea, coffee and cocoa. An advance of 1.9 per cent to 347.4 from 341.0 in the animal products group index reflected price increases for fishery products, livestock, and fresh and cured meats. Higher prices for miscellaneous fibre products, worsted yarns, and raw cotton were mainly responsible for an increase of 1.5 per cent to 269.7 from 265.7 in the textile products group index. The wood products group index moved up 1.0 per cent to 415.0 from the revised December index of 410.8 on higher prices for newsprint, cedar and spruce. An increase of 0.9 per cent occurred in the non-ferrous metal products group index on price increases for refined copper (export sales) and silver. The non-metallic mineral products group index advanced 0.7 per cent to 229.1 from 227.6 on higher prices for sand and gravel, window glass and cement. Moderate increases occurred in two major group indexes—chemical products to 241.1 from 240.4 and iron products to 321.4 from 321.0.

### U.S. consumer, January, 1972

The United States consumer price index (1967=100) rose 0.1 per cent to 123.2 in January, the month that normally shows price declines in some products such as "white sales." Allowing for normal seasonal changes, the increase in the index during the month was 0.3 per cent. The December rise was 0.4 per cent both before and after seasonal adjustment. In the five-month period (September-January) covering the price freeze and Phase Two, consumer prices rose at an annual rate of 2.6 per cent. In the six months before the freeze, prices advanced at the rate of 4.1 per cent, and in 1970, at 5.5 per cent, the rate was even higher.

The index for meats, poultry and fish rose 1.5 per cent. New car prices, permitted by the Price Commission to cover the cost of newly required safety equipment, increased. There was a significant decline of 2.8 per cent

in the changing and "uncontrollable" sector of fruits and vegetables and of 1.3 per cent, partly seasonal, in apparel prices. The services index rose 0.5 per cent mainly because of increases in local property taxes, auto registration fees, a subway fare increase in New York and other local transit increases. There were higher gas, electricity and telephone rates in some areas, but these increases have been temporarily frozen by the Price Commission.

In examining the results of controls, the U.S. Bureau of Labour Statistics made a special compilation of about 100,000 monthly price comparisons between December and January. Of these, 75 per cent were unchanged, 11 per cent decreased and 14 per cent increased.

## General topics

### Unemployment insurance report

A total of 164,000 initial and renewal claims were received by all UIC District Offices in October 1971, an increase of 14 per cent from the 144,000 filed in the previous month and 16 per cent from the 142,000 claims received in October 1970. Increases over both September 1971 and October 1970 occurred in all provinces. Of the 70,000 initial claims allowed under the provision of the new Act, 63,600 were for regular benefit, and 6,400 for special benefit. Included in the latter figure were 3,800 sickness, 1,800 maternity and 800 retirement claims.

On October 31, claimants registered for unemployment insurance benefit numbered 436,000, a rise of only one per cent from the previous month's total of 433,000. Compared with a year ago, current registrations are 9 per cent greater than the 399,000 recorded at that time. Claimants who were males comprised 56 per cent of the current figure and 60 per cent of the total at October 31, 1970.

As the new Act had been in existence four complete months, the number of claimants coming under its provision continued to rise from 56 per cent of the total in

September to 63 per cent in October. The 276,000 claimants under the new program comprised 255,000 for regular benefit and 21,000 for special benefit. The latter count included some 11,000 sickness and 10,000 maternity cases.

**Benefits paid in October amounted to \$52.2 million, up 3 per cent from the \$50.9 million in September and 29 per cent from the \$40.4 million in October 1970.** Average weekly benefits to correspond with the above months were \$46.31, \$42.98 and \$34.62. Analysis of these figures is complicated by the fact that the rates of benefit paid since June 27, 1971 have been revised.

### U.S. employment

Unemployment in February, at 5,400,000, was unchanged from January. The seasonally adjusted rate of unemployment was 5.7 per cent compared with 5.9 per cent in January. The actual rate of unemployment was unchanged at 6.4 per cent. The civilian labour force was 84,778,000.



## Employment review

The employment and unemployment situation (seasonally-adjusted) showed little change between December and January. Employment increased slightly and unemployment showed a small decline.

**Employment.** The employment level rose to 8,252,000 in January from 8,227,000 in December. In January 1971 it was 7,994,000. The increase between December and January 1972 was mainly among men 25 years of age and over. Employment for women aged 25 years and over and persons 14 to 24 years old, showed little change. In part-time work there was an increase of 40,000 but a decline in full-time work. Regionally there were increases in Ontario, 38,000, and the Atlantic region, 9,000, and decreases in Québec, 13,000, and British Columbia, 12,000. The Prairies showed little change.

**Unemployment.** There was a decrease of 13,000 in the number of unemployed persons, the level of unemployment falling from 557,000 in December to 544,000 in January. A year ago the level was 545,000. By main age-sex group there was little change from the previous month, and on a regional basis the monthly changes were slight.

**Unemployment rate.** The unemployment rate for January was 6.2. In December it was 6.3 and in January 1971 it was 6.4. For men 25 years of age and over, the rate dropped to 4.9 from 5.1 in December. It increased for women 25 years of age and over to 3.8 from 3.5, and for persons 14 to 24 years of age it was 11.1, unchanged from the previous month. Regionally, there was a decline in the rate in the Atlantic region and in Ontario. There was an increase in Québec, but little change in the Prairie region and British Columbia.

**Participation rate.** The participation rate (which represents the labour force as a percentage of the population 14 years of age and over) increased from 56.5 in December to 56.8 in January. A year ago the rate was 56.5. The monthly increase was distributed among the main age-sex groups. Regionally, the rate increased in Ontario, 0.7, and in the Atlantic region, 0.6. It decreased 0.7 in British Columbia.

## Unemployment insurance fund

During January 1972, 20,701 investigations were finalized across Canada. Of these 6,094 were on-premises investigations, 995 were selective investigations and 4,611 were special survey investigations to verify the fulfilment of statutory conditions. The remaining 1,141 formal investigations and 7,860 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,758. Prosecutions were begun in 70 cases, all against claimants.

## May credits

**Labour Legislation in 1970-71**, Part 4, p. 229, was prepared in the Legislative Research Branch of the Canada Department of Labour.

**Unemployment insurance report**, p. 247, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

**Certification before the CLRB**, p. 252, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour**, p. 250, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** NFB: Cover, p. 219, 222, 230, 231, 232, 235, 237, 238, 242, 245. Andrews-Hunt: p. 211. Public Archives of Canada: p. 217. Rainier, Montreal: p. 220. CN Photo: p. 254.

## Decisions of the umpire

**CUB 3036.** The claimant filed an application for benefit indicating he was last employed from March 3, 1969 to July 31, 1969, inclusive, as a millwright trainee. In response to the question, "Were you laid off due to work shortage?" the claimant said: "The company was on strike, so I applied for a job at . . . and was told I needed confirmation of leaving (my job), which I got. Then . . . told me the situation had changed, and they couldn't hire me." The claimant also declared he had received, after the last day on which he worked, an amount of \$44, representing two weeks of strike benefit.

On September 19, 1969, the company reported to the area office of the Commission that the claimant had "quit" his employment effective August 16, 1969.

According to the insurance officer's "Submission to the Board of Referees," a labour dispute indeed existed at the company where the claimant has been employed.

On August 1, 1969, the union called the membership out on strike and established picket lines at all premises of the company. There were 12,500 union members employed at the . . . Works project and 2,060 members at the six other sites so this resulted in an appreciable stoppage of work and compelled the employer to cease operations at the seven premises.

On September 24, 1969, the insurance officer notified the claimant that pursuant to Section 63 of the Act he was disqualified from receiving benefit from September 7, 1969, because "You lost your employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which you were employed."

The claimant appealed to the Board of Referees on September 30, on the ground that when the company went on strike, he could not afford the loss of wages. He then applied at the "unemployment office" for work and they sent him to the personnel office of a company where he was told that a position was available. At this company's request, he agreed to get a written confirmation of his separation from the company where he had previously worked. The claimant then handed in his resignation on the understanding that the company would hire him, and this, he continued, was the only reason for leaving his job. When he reported back to the company he was informed that the situation had changed, and his services would not be needed. The claimant stated also that because of his resignation, he would no longer receive welfare benefits from the union, and was not receiving any income from any other source.

During a telephone conversation between the area office and the company where he had hoped to work, the office was informed that the claimant was referred to them through Canada Manpower Centre. The claimant had been told he was being considered with others, and also that before he was finally accepted he was required to produce his contribution records from the company where he had worked as proof of his separation. The prospective employer required this to ensure that persons hired would be permanent employees rather than accepting work only until the end of the strike.

According to the area office "the claimant apparently misunderstood the conversation and assumed he should obtain contribution records and separate from (the company)." The area office added that as stated in the claimant's appeal he was now off the payroll of his company, and consequently he was not eligible for union welfare payments.

On March 16, 1970, an appeal to the Umpire was lodged by the union, countersigned by the claimant. The case was heard, February 24, 1971. The Umpire said that there was no doubt that the claimant initially lost his employment because of a work stoppage attributed to a labour dispute, and that disqualification from receiving benefit properly followed by virtue of Section 63 of the Act.

He conceded also that the claimant had resigned in good faith in the belief that he was about to be taken on as a permanent employee by another company, and



that following his resignation there was no longer any contractual relationship between him and the company where he had worked, or any participation or association by him in the dispute.

"The claimant's argument is that in such circumstances the disqualification should not have continued, that his contract of service with (his company) had been definitely terminated, that this termination introduced a new cause of loss of employment and that it superseded and replaced the initial cause," the Umpire said.

"The argument is attractive. But there is Section 63 of the Act. It has been held in a number of Umpire's decisions that an employee does not necessarily avoid disqualification under Section 63 merely by resigning from work or after a work stoppage.

"Whether or not Section 63 is too stringent against persons who, like the present claimant, have dissociated themselves from their employer and the labour dispute, is arguable. It has been in effect for many years. In any event, the adjudicating authorities are bound to apply the section, reasonably interpreted, and I am unable to read into the section a meaning that would bring the claimant's situation within the relief provisions of the section. The basic fact in his situation is that he severed his contract of employment and dissociated himself from the dispute. But if Parliament had intended that disqualification under Section 63 would cease upon a happening of that kind, it would have been very simple to put a provision to that effect in Section 63(1). The appeal is dismissed."

## Conciliation

During February the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service) and Seafarers' International Union of Canada (Conciliation Officer: C. A. Ogden).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Employees Association (Conciliation Officer: A. A. Franklin).

Canadian Arsenals Limited (Small Arms Division, Long Branch) Toronto, Ont., and Canadian Union of Operating Engineers (Conciliation Officer: H. A. Fisher).

Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Local 1657, International Longshoremen's Association (Conciliation Officer: S. T. Payne).

Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Local 1605, International Longshoremen's Association (Conciliation Officer: S. T. Payne).

Ogilvie Flour Mills Company Limited, Montréal, Qué., and National Syndicate of Employees of Ogilvie Flour Mills Company Limited (CNTU) (Conciliation Officer: J. J. de Gaspé Loranger).

United Grain Growers Limited; Saskatchewan Wheat Pool; Alberta Wheat Pool; Burrard Terminals Limited; Pacific Elevators Limited, Vancouver, B.C., and Grain Workers Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officers: D. H. Cameron and D. S. Tysoe).

Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officers: D. H. Cameron and George W. Rogers).

The British Yukon Navigation Company Limited, and The British Yukon Railway Company, Whitehorse, Y.T., and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. H. Cameron).

National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (Conciliation Officer: Kenneth Hulse).

Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing plant employees) (Conciliation Officer: H. A. Fisher).

**Settlements by conciliation officers.** The Sudbury Broadcasting Company Limited (Radio Stations CHNO and CFBR) Sudbury, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: Kenneth Hulse) (LG, Dec. 1971, p. 802).

Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, Canadian Food and Allied Workers (Conciliation Officer: A. E. Koppel) (LG, Dec. 1971, p. 802).

Arrow Transfer Company Limited, North Vancouver, B.C.; Bekins Moving and Storage Company Limited, Vancouver, B.C.; Commercial Truck Company Limited, New Westminster, B.C.; Gill Alltrans Express Ltd., Burnaby, B.C. (formerly Gill Interprovincial Lines Ltd.); Hill Security Ltd., North Vancouver, B.C.; O.N.C. Motor Freight System, Burnaby, B.C.; Reid's Moving and Storage Co. Ltd., Vancouver, B.C.; Soo-Security Motorways Ltd., Burnaby, B.C.; T.I.M.E.-D.C. Inc., Burnaby, B.C.; and Van-Kam Freightways Ltd., Burnaby, B.C., and Teamster Locals 31, 181, 362 and 979 (Conciliation Officer: D. H. Cameron) (LG, March, p. 146).

Western Cartage & Storage (1962) Limited, Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Officer: George W. Rogers) (LG, April, p. 197).

MacCosham Van Lines (Calgary) Ltd., Calgary, Alta., and General Teamsters, Local 362 (Conciliation Officer: George W. Rogers) (LG, April, p. 197).

**Conciliation boards appointed.** Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (LG, Feb., p. 90).

Canadian Transit Company, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (LG, Jan., p. 43).

**Conciliation boards fully constituted.** The Board of Conciliation and Investigation established to deal with a dispute between Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509, representing technical employees, and Local 504, representing clerical employees (LG, April, p. 197) was fully constituted with the appointment of Judge William A. D. Gunn of Halifax as chairman. Judge Gunn was appointed by the Minister on the joint recommendation of the other two members of the Board, Corporation nominee J. William E. Mingo, QC, Halifax, and union nominee Professor John Nicholson, Sydney.

The Board of Conciliation and Investigation established to deal with a dispute between Millar and Brown Ltd., Cranbrook, B.C.; Canadian Freightways Limited, Calgary, Alta., and Loiselle Transport Ltd., Vancouver, B.C., and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31, 362, 181, 395 and 979 (LG, April, p. 197) was fully constituted with the appointment of Professor Stephen G. Peitchinis of Calgary as chairman. Professor Peitchinis was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Neil V. German, Calgary, and union nominee Joseph Whiteford, Vancouver.

The Board of Conciliation and Investigation established to deal with a dispute between Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Locals 365, 1846 and 1739, International Longshoremen's Association (LG, March, p. 147) was fully constituted with the appointment of His Honour Judge Alan B. Gold of Montreal as chairman. Judge Gold was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Brian Mulroney, and union nominee Maître Gino Castiglio, both of Montréal.

**Conciliation board reports received.** Canadian National Hotels Limited (Bessborough Hotel), Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Feb., p. 91). (Full text appears in Supplement No. 2, 1972).

Voyageur (1969) Inc., Montréal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, March, p. 147). (Full text appears in Supplement No. 2, 1972).



# Certification

The Canada Labour Relations Board met for four days during February. It granted five applications for certification, rejected two and permitted the withdrawal of one. The Board issued Reasons for Judgment in one other application for certification (see below) and granted one application for review of a previous decision. Eleven applications for certification were received during the month.

**Reasons for judgment.** In an application for certification made by Teamster Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of employees of Loisselle Transport Limited, Vancouver, B.C.: (a) certifying the Locals as the bargaining agent for a unit of drivers, mechanics, and working agents employed by the company, excluding certain other employees and lease operators; (b) finding the lease operators are employees of the company and they constitute a unit which is separately appropriate for collective bargaining; (c) ordering a vote taken of the said lease operators to ascertain their wishes as to the selection of the Teamster Locals as their bargaining agent (Returning Officer: G. W. Rogers) (LG, Nov. 1971, p. 747). (Reasons for Judgment issued; full text in Supplement No. 2, 1972).

**Applications for certification granted.** General Teamsters Local 362, Chauffeurs, Teamsters and Helpers Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by McKay's Transport Company Ltd., Lloydminster, Alta. (LG, Dec. 1971, p. 801).

Canadian Air Line Employees' Association on behalf of a unit of passenger and communication agents employed by Air Canada in its Customer Service Branch in Canada. (LG, Feb., p. 89).

Grain Workers Union Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America on behalf of a unit of employees employed in the Vancouver Office of Alberta Wheat Pool, Calgary, Alta. (LG, Mar., p. 145).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of miners, maintenance men, and labourers employed by the Hudson-Yukon Mining Co. Limited, at its mining property and townsite located in the vicinity of Mile 1111, Alaska Highway, Y.T. (LG, Mar., p. 145).

Canadian Merchant Service Guild on behalf of a unit of employees employed by Furness, Withy and Company Limited, St. John's, Nfld. aboard the tug "Glenmont". (LG, Mar., p. 145).

**Applications for certification rejected.** International Longshoremen's Association, Local 1845, applicant, Canada Steamship Lines Limited, Montreal, Qué., respondent, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board found that the

proposed bargaining unit of package freight handlers as limited to Montreal and Valleyfield, Qué., was not appropriate for collective bargaining. (LG, Dec. 1971, p. 801).

National Association of Broadcast Employees and Technicians, applicant, CFTO-TV Limited, Toronto, Ont., respondent, and International Alliance of Theatrical Stage Employees and Moving Picture Studio Machine Operators of the United States and Canada Motion Picture Studio Production Technicians Local 873, intervener. The Board denied a request from the applicant for permission to withdraw the application and rejected it because it was considered to have been abandoned. (LG, Mar., p. 145).

**Application for certification withdrawn.** Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, Transport Drivers, Warehousemen and Helpers Local 106, General Truck Drivers Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Capital City Transport Limited, Ottawa, Ont., respondent, and Canadian Transport Workers' Union No. 158, National Council of Canadian Labour, intervener. (LG, Apr., p. 199).

**Request for review granted.** National Association of Broadcast Employees and Technicians seeking amendment of the Board's Orders of Certification issued on March 22, 1957 and May 31, 1957, affecting units of employees of the Newfoundland Broadcasting Co. Limited, St. John's, Nfld. The two units were redefined and combined into one bargaining unit. (LG, Nov. 1971, p. 748).

**Applications for certifications received.** American Federation of Grain Millers, Local 242, on behalf of a unit of employees of McCarthy Milling Company Limited, Streetsville, Ont. (Investigating Officer: M. K. Carson).

Canadian Food and Allied Workers, Local P-373, Amalgamated Meat Cutters and Butcher Workmen of North America, on behalf of a unit of employees of Inter-Ocean Grain Company Limited, carrying on a business under the name of Weyburn Mills, Weyburn, Sask. (Investigating Officer: A. E. Koppel).

Teamsters Union Local 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Armstrong Van & Storage Limited, Thunder Bay, Ont. (Investigating Officer: A. E. Koppel).

General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Sokil Express Lines Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Edmonton Transfer Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Local 13946, International Union of District 50, Allied and Technical Workers of the United States and Canada, on behalf of a unit of employees of Central Mortgage and Housing Corporation, Montreal, Qué. (Investigating Officer: S. T. Payne).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Botwood Longshoremen, Local 161, on behalf of a unit of employees of Price (Nfld.) Pulp and Paper Limited, Grand Falls, Nfld., engaged in long-shore work at Botwood, Nfld. (Investigating Officer: W. J. Gillies).

Canadian Transportation Workers' Union No. 188, National Council of Labour, on behalf of a unit of employees of Guenther Tuckey Transports Ltd., Exeter, Ont. (Investigating Officer: K. Hulse).

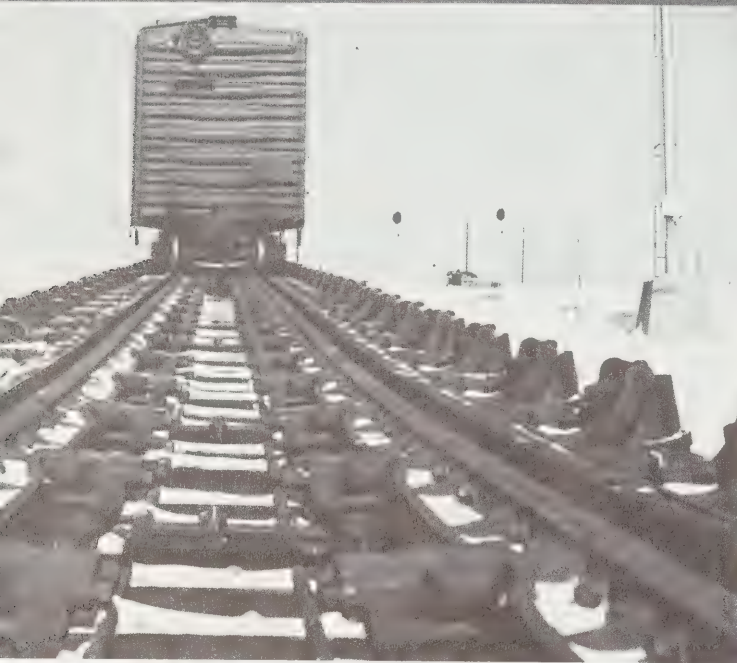
General Truck Drivers' Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Kraus Transport Limited, Rexdale, Ont. (Investigating Officer: M. K. Carson).

International Longshoremen's and Warehousemen's Union, Local 508, on behalf of a unit of employees of Empire Stevedoring Co. Ltd., Nanaimo, B.C., working in Vancouver Island ports. (Investigating Officer: G. W. Rogers).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and Larivière Transport Limitée, Montebello, P.Q. (Investigating Officer: M. Archambault).



## Railway arbitration



Six cases were heard by the Canadian Railway Office of Arbitration in Montreal on January 11. Two grievances were dismissed, two were allowed and, in two cases, company requests were granted.

**Case No. 331.** Dispute between CN and the United Transportation Union over the discontinuing of certain passenger trains.

When passenger traffic began to diminish in the area in question, the company decided to discontinue three of its passenger trains and this affected the job security of five crews. The union submitted a grievance contending that an article of the agreement had been violated, namely: "The company will not initiate any material change in working conditions which will have materially adverse effects on employees without giving as much advance notice as possible . . ."

The first question to be determined, the arbitrator said, was whether the discontinuance of the trains constituted a material change in working conditions having a materially adverse effect on employees. "In this case, it is my view that it was the very sort of situation to which the provisions of the article were in general directed," he

stated. "There may be many operational or other changes that would not require the giving of notice, and there are statements in the union's presentation that go too far in this respect. The mere cancellation of a train or a highway run is not necessarily a material change within the meaning of the provision . . . In the provision now before me, however, what occurred could not be said to have been a normal change . . . and notice ought to have been given. For the foregoing reasons, the grievance is allowed."

**Case No. 332.** Dispute between CN and the United Transportation Union over the changing of a home terminal for certain assignments.

When the home terminal and Sunday layover for way-freight trains were changed, the union submitted a grievance alleging that an article of the agreement had been violated. The article reads: "The company will not initiate any material change in working conditions which will have materially adverse effects on employees without giving as much advance notice as possible . . ."

The company argued that this was a normal change inherent in the nature of the work, and the arbitrator agreed. "These are changes contemplated by the agreement as part of the course of regular operations, and as such should be regarded as normal. It should be clear from the nature of 'normal changes' referred to in the article that they need not be everyday occurrences. Changes such as those in question do occur from time to time and are, in my view, inherent in the nature of the work in which employees are engaged. For these reasons the article does not apply and the grievances must therefore be dismissed."

**Case No. 333.** Dispute between CN and the United Transportation Union over a conductor and crew's claim of extra pay for yardmen's work.

The conductor and crew were ordered to report for duty to operate a freight train between two points. Before leaving, the crew was required to make two setoffs from their train. They were paid on a continuous time basis for their usual service, but in addition they each submitted a time return claiming an extra day's pay at yard rates contending that the 30 minutes spent in setting off cars was yardmen's work. The article the union quoted in support of their argument was "Switching, transfer and industrial work, . . . will at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching required in connection with their own train . . ."

The company admitted that the grievors did perform certain switching within the switching limits, and that this would generally be yardmen's work, but said that it was "switching required in connection with their own train," and it was therefore proper for the grievors to perform it. The union acknowledged that it was proper for the grievors to have set off the first 20 cars, but that when they moved the twenty-third car off this was properly yardmen's work. At least, the union claimed, it was not properly required of the grievors, although it could properly have been performed by the other train crew. The arbitrator observed that since it was proper for the other train crew to have moved the twenty-third car, there was really no question here of depriving a yard crew of work. "The question remains, however, whether it was proper for the grievor's crew to do it. The work was two setting-off movements on one track with the result that the making-up of another train simply picks up a car or string of cars set off by an earlier train. It does not necessarily follow that the work of setting off these cars should properly be characterized as making up the other train, even though that might be the result. More properly that would only be described, from the point of view of the first crew, as switching in connection with their own train, or as putting their own train away." The grievance was therefore dismissed.

**Case No. 334.** Dispute between CN and the United Transportation Union over a junior brakeman's time claims for payment.

The brakeman, who was taken from the temporary vacancy he was filling on two trains to fill a temporary vacancy on two others, submitted time claims for a total of 165 miles at the road switcher rate of pay. This represented the difference in earnings between what he earned on the second two trains and what he would have earned had he continued to work on the first two trains.

The union claimed that in refusing payment of these time claims, the company violated an article of the agreement that stated: "... a trainman used on other than his regular assigned run, will be paid at the schedule rate and under the conditions applicable to the service performed, but if as a result of performing such service he is prevented from following his regular assigned run he shall be paid for such service not less than he would have received had he remained on his regular assigned run." The company resisted payment on the basis that the grievor did not have a "regular assigned run" and so was not entitled to the benefit of the article

quoted. "In my view this position is not well taken," the arbitrator said. "The article does not distinguish between temporary and permanent assignments." The brakeman applied for his run and was granted the assignment, and the fact that his assignment was on a temporary basis had no bearing on this case, the arbitrator declared. The grievance was therefore allowed.

**Case No. 335.** An ex parte dispute between CN and the United Transportation Union over the company's decision to reduce the size of yard crews.

The company wanted to reduce the size of its yard crews at a terminal near a pulp mill from a crew of one yard foreman and two yard helpers to a crew of one yard foreman and one yard helper. The union protested that adequate safety could not be maintained if the crew were reduced. They pointed out also that the collective agreement provides for the company to give notice to the union if it contemplates a reduction of staff. The union stated seven reasons why they felt that adequate safety could not be maintained, but only the sixth, was, in the arbitrator's view, really pertinent to the case, namely: "Highly dangerous chemicals are used at the pulp mill. Safe handling of such commodities requires close contact between crew members. This close contact could not be maintained with a reduced crew."

The company did, however, describe certain situations where adequate safety could be maintained through certain changes in switching methods, or if the number of cars were limited. "I am satisfied on the material before me that in these situations the work can be carried out with maintenance of adequate safety by a two-man crew," the arbitrator said. And he awarded that the company's request for crew reduction be granted.

**Case No. 336.** An ex parte dispute between CN and the United Transportation Union over the company's decision to reduce the size of yard crews.

The issue before the arbitrator was similar to that of Case No. 335—whether adequate safety could be maintained with a cut in the crew size. The company submitted a brief in which they contended that changes in switching methods would enable the work to be performed safely by a two-man crew. The onus was then on the union to give specific reasons why they believed adequate safety could not be maintained. After a study of both submissions, the arbitrator concluded that safety was not being jeopardized by the cut in the crew, and awarded that the company's request for reduction be granted.



## Publications in the library

### List No. 278

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

#### Automation—labour aspects

**No. 1—Australia. Department of Labour and National Service.** National survey of the employment effects of technological change: stage two. Melbourne, 1971. 44 p.

**No. 2—Australia. Department of Labour and National Service.** National survey of the employment effects of technological change: stage three. Melbourne, 1971. 52 p.

#### Collective bargaining

**No. 3—Jagerskiold, Stig.** Collective bargaining rights of State officials in Sweden. Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, 1971. 143 p.

**No. 4—Loveridge, Raymond.** Collective bargaining by national employees in the United Kingdom. Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, 1971. 194 p.

**No. 5—Gottlieb, Bertram.** Statutory obligation of an employer to furnish information to a union, by Bertram Gottlieb and Charles A. Werner. New York, Industrial and Labor Relations Division, American Institute of Industrial Engineers [c1971] 40 p.

#### Conferences

**No. 6—Conference on Inflation and the Canadian Experience, Queen's University, 1970.** Inflation and the Canadian experience; proceedings of a conference. Editors: N. Swan and D. Wilton. Kingston, Ont., Industrial Relations Centre, Queen's University [1971] 249 p.

**No. 7—Conference on New Trends in Industrial Relations, St. Mary's College, Notre Dame, Ind., 1970.** Proceedings. Edited by Mark J. Fitzgerald and John J. Broderick. [Notre Dame, Ind., University of Notre Dame, Dept. of Economics, 1971] 75 p.

**No. 8—Symposium on Automation and Society. 2d, University of Georgia, 1970.** Automation management: the social perspective; second annual Georgia-Reliance Symposium [papers] Edited by Ellis L. Scott and Roger W. Bolz. Athens, Ga., Center for the Study of Automation and Society [c1970] vii, 179 p.

**No. 9—White House Conference on Children, Washington, D.C., 1970.** Report to the President. Washington G.P.O., 1971] 451 p.

### **Corporations, government**

**No. 10—Coombes, David.** State enterprise; business or politics? London, Allen & Unwin [1971] 24 p.

### **Counseling**

**No. 11—Mental health related activities of companies and unions;** a survey based on the metropolitan Chicago area [by] Elizabeth J. Slotkin [and others] New York, Behavioral Publications [1971] ix, 91 p.

### **Disadvantaged**

**No. 12—Harp, John, comp.** Poverty in Canada, edited by John Harp and John R. Hofley. Scarborough, Ont., Prentice-Hall [1971] 357 p.

**No. 13—Zimpel, Lloyd, ed.** The disadvantaged worker; readings in developing minority manpower. Reading, Mass., Addison-Wesley Pub. Co. [c1971] vii, 280 p.

### **Economic policy**

**No. 14—Bach, George Leland.** Making monetary and fiscal policy. Washington, Brookings Institution [1971] ix, 281 p.

**No. 15—Organization for Economic Co-operation and Development.** The industrial policies of 14 member countries. [Paris, 1971] 395 p.

### **Industrial disputes**

**No. 16—American Enterprise Institute for Public Policy Research.** Proposals on emergency disputes in transportation. Washington [1971] 75 p.

### **Industrial relations**

**No. 17—Allen, Victor Leonard.** The sociology of industrial relations; studies in method. [London] Longman [1971] viii, 282 p.

**No. 18—Hunt, James W.** Employers' guide to labor relations. Washington, Bureau of National Affairs, 1971. 131 p.

### **Labour laws and legislation**

**No. 19—Confederation of British Industry.** Guidance to employers on industrial relations bill; report of a working party under the chairmanship of Mr. L. F. Neal. London [1971] 51 p.

**No. 20—Paterson, Peter.** An employers' guide to the Industrial relations act. [2d ed. London] Kogan Page [c1971] 135 p.

**No. 21—Taylor, Benjamin Jackson.** Labor relations law [by] Benjamin J. Taylor [and] Fred Witney. Englewood Cliffs, N.J., Prentice-Hall [1971] xv, 684 p.

### **Labour organization**

**No. 22—Canadian Telephone Employees' Association.** CTEA: a history of organization. ACET: historique de l'association. [Toronto? 1971] 55 p.

**No. 23—Pflug, Warner.** The UAW in pictures. Detroit, Wayne State University Press, 1971. 194 p.

### **Labour supply**

**No. 24—Levitan, Sar A.** Social experimentation and manpower policy: the rhetoric and the reality [by] Sar A. Levitan [and] Robert Taggart III. Baltimore, John Hopkins Press [1971] x, 111 p.

**No. 25—Mackay, Donald Ian.** Labour markets under different employment conditions [by] D. I. Mackay [and others] London, Allen & Unwin [1971] 433 p.

### **Manufactures**

**No. 26—Ketchum, Edward John Dawson.** Man-hour behavior in Canadian manufacturing industries: an excess labor approach. London [Ont.] University of Western Ontario, Department of Economics, 1971. [49] p.



**No. 27—Postner, Harry H.** An analysis of Canadian manufacturing productivity; some preliminary results. [Ottawa, Information Canada, 1971] v, 131 p.

**No. 28—Science Council of Canada.** Innovation in a cold climate: the dilemma of Canadian manufacturing. [Ottawa, Information Canada, 1971] 49 p.

#### Mediation

**No. 29—Maggiolo, Walter A.** Techniques of mediation in labor disputes. Dobbs Ferry, N.Y., Oceana, 1971. x, 192 p.

**No. 30—Nierenberg, Gerard I.** Creative business negotiating; skills and successful strategies. New York, Hawthorn [1971] x, 182 p.

**No. 31—Yaffe, Byron.** Factfinding in public employment disputes in New York State: more promise than illusion, by Byron Yaffe and Howard Goldblatt. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1971. 132 p.

#### Plant closing

**No. 32—Eleen, John W.** Shutdown: the impact of plant shutdown, extensive employment terminations and layoffs on the workers and the community, prepared by John W. Eleen and Ashley G. Bernardine. [Toronto] Ontario Federation of Labour, Research Dept., 1971. 135 p.

#### Productivity of labour

**No. 33—U.S. Bureau of Labor Statistics.** Productivity and the economy. Washington, G.P.O., 1971. 35 p.

#### Women

**No. 34—Canada. Women's Bureau.** Women's Bureau, '71. [Ottawa, Information Canada, 1972] 36, 36 p.

**No. 35—Ontario. Women's Bureau.** Law and the woman in Ontario. Toronto, 1971. 19 p.

**No. 36—Ontario. Women's Bureau.** Working women in Ontario, by Katherine Eastham. [Toronto, n.d., 1971?] 62 p.

**No. 37—Women in the arts in Canada, by Sandra Gwyn.** A monograph based on essays by Nathan Cohen [and others] with a foreword by Jean Le Moyne. [Ottawa, Information Canada, 1971] 98 p.

#### Miscellaneous

**No. 38—Coady, Moses Michael.** The man from Margaree; writings and speeches of M. M. Coady, educator/reformer/priest, edited and with commentary by Alexander F. Laidlaw. Toronto, McClelland and Stewart [c1971] 218 p.

**No. 39—Jaques, Elliott.** Work, creativity, and social justice. New York, International Universities Press [1970] viii, 262 p.

**No. 40—Robinson, Joan.** Economic heresies; some old-fashioned questions in economic theory. New York, Basic Books [c1971] xix, 150 p.

**No. 41—Stearn, Gerald Emanuel, comp.** Gompers. Englewood Cliffs, N.J., Prentice-Hall [c1971] x, 178 p.

**No. 42—Touraine, Alain.** The post-industrial society; tomorrow's social history: classes, conflicts, and culture in the programmed society. Translated by Leonard F. X. Mayhew. New York, Random House [c1971] viii, 244 p.

**No. 43—U.S. Bureau of Labor Standards.** The principles and techniques of mechanical guarding. Rev. ed. Washington [G.P.O., 1971] 58 p.

# Severance pay provisions in major collective agreements

This study of severance pay clauses in major collective agreements was undertaken during 1971 as part of the continuing program of the Analysis Section, Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour. The agreements surveyed were those in effect at January 31, 1971, covering 1,473,133 employees in 675 negotiation units with 500 or more workers in all industries throughout Canada, excluding construction.

The study was carried out by Lachman Advani, assisted by Brian McLaughlin, under the supervision of Dan Ronsenbloom, Chief, Collective Bargaining Division. The study will be available in booklet form later. The findings reported here do not necessarily reflect practices in small collective bargaining units or in nonunion companies.

**With a view to providing job security to workers, unions and companies in recent years have negotiated provisions ranging from notice of layoff to wage-employment guarantees. Severance pay is one such provision—an important one—designed to afford a special payment to workers on termination of employment. In most cases, the circumstances under which the employment relationship is terminated are beyond the control of the worker, and the separation payment that he receives is regarded as compensation, in part at least, for the loss of his quasi property rights in the job as well as his tangible rights such as seniority, vacation, sick leave, pen-**

sion, and various other benefits under welfare plans. The immediate purpose of severance payments, of course, is to provide a monetary cushion for the worker until he finds another job.

This survey is confined to formalized severance pay plans and does not take into account such payments as pay in lieu of notice of layoff, pay for unused vacation credits, or payment to the employee of his equity in profit-sharing plans. In some agreements, the severance pay provision may be contained in only one paragraph. In others, they are very lengthy setting out in detail the conditions for eligibility, amounts for each unit of service, method of payment, procedure for repayment of severance allowances on rehire, etc. These rather complicated plans may possibly reflect the conflict of interests involved in negotiating job security clauses. The study, however, does not attempt to examine the motives and attitudes of parties to collective bargaining, but aims to provide statistical data showing the incidence and variety of severance pay clauses in major agreements negotiated by labour and employers in Canada.

## Prevalence of severance pay plans

Of the 675 agreements, **severance pay provisions were found in 32 per cent (215 plans) covering 45 per cent of the employees.** (In view of the eligibility restrictions, not all of the employees were necessarily covered at a given time.) Forty-eight plans (or 7 per cent of the total), mostly occurring in the auto, rubber and clothing industries, contained severance clauses as part of the com-



pany-financed S.U.B. plans or other funded arrangements. (These plans have been excluded from detailed analysis since in most cases they were an integral part of the S.U.B. plans.) Straight severance pay provisions were found in 167 agreements (or 25 per cent of the total) covering 32 per cent of the employees. In the private sector, the great majority of severance plans occurred in the manufacturing industries, with concentration in the food, paper and electrical products industries. In the public sector, practically all federal, and half of the provincial government contracts had severance pay clauses.

### Eligibility

About 2 out of every 3 agreements (covering 79 per cent of the employees) required the employee to have at least 1 year of service for entitlement to severance benefits. Another 29 per cent of the contracts (48 plans) and covering only 14 per cent of the workers required minimum service ranging from 2 to 10 years. In only 5 per cent of the plans (3 per cent of the workers) was the minimum service requirement less than 1 year.

### Types of severance benefits

The majority of severance plans studied provided for severance benefits graduated according to length of service. In only 4 plans was the amount of severance pay the same for all eligible employees irrespective of differences in length of service.

**Most agreements specified benefits based on a fixed ratio, e.g., 1 week's pay for each year of service.** Example: "employees displaced by technological unemployment will be eligible for a severance allowance on the basis of 1 week for each full year of service." Some agreements, however, especially those in the food, glass and electrical products industries, increased the amounts after specified units of service. Typical of such clauses are the following:

"Employees laid off solely due to lack of work shall be granted a layoff allowance based on term of employment at date of layoff. The layoff allowance will ac-

cumulate on the basis of 1 week's pay for each year from 2 to 9 years of service; 2 weeks pay for each year from 10 to 15 years of service; 3 weeks pay for each year in excess of 15 years of service."

"Separation allowances shall be computed on the basis of the following schedule which is to be used in computing the number of weeks pay according to the years of credited service.

| Years of credited service  | Weeks of pay |
|--|--------------|
| 1  | 1            |
| 2  | 1½           |
| 3  | 2            |
| 4  | 2½           |
| 5  | 3            |
| 6  | 3½           |
| 7  | 4½           |
| 8  | 5½           |
| 9  | 6½           |
| 10   | 7½           |
| 11 and over, add to 7½—1½ weeks pay for each year of credited service above 10 years." |              |

### Minimum amount

In most agreements the minimum amount stipulated was found to be 1 week's pay for each year of service to all eligible employees. Some variations were noted, however. Federal government contracts set a minimum of 2 weeks pay for the first year of service and 1 week's pay for each additional year of employment for an employee who is laid off for the first time. Another 36 plans (22 per cent of the total) paid a minimum of 2 weeks pay or more for various lengths of service ranging from less than 1 year to 10 years.

### Maximum amounts

**About 38 per cent of the agreements (64 plans) provided for maximums of 26 to 30 weeks of pay.** Example: "Employees discharged or laid off because of technological change or automation shall be entitled to severance pay of 1 week's pay for each year of service with the company. The amount calculated under such entitlement shall not exceed a maximum of 26 weeks pay." Sixty-one agreements (37 per cent of the total) did not specify any maximum benefit level.

In 15 agreements, mostly in the pulp and paper industry, severance payments were to be calculated as a percentage of employees' earnings. Maximum amounts were usually not specified in such cases: "Severance pay will be 2 per cent of an employee's total earnings for the last full period of continuous service."

In the great majority of agreements (130 plans) benefits increased through years of service, thus favoring long-service employees (i.e., those with more than 25 years of service). In only 31 plans (19 per cent of the total) the maximum upper limit of severance pay benefits was reached after 20 or fewer years of service. Example: "The amount of severance allowance to which an employee shall be entitled shall be: 5 years of service, but less than 7 years—3 months pay; 7 years of service, but less than 10 years—4 months pay; 10 years of service, but less than 15 years—5 months pay; 15 years of service, or more—12 months pay."

### Method of payment

A survey of specific references in the agreements for this type of clause disclosed that 3 out of every 10 agreements contained such a provision. Only 16 plans provided for lump sum payments. Example: "The separation allowance will be paid in a lump sum on the date the employee leaves the service." Another 25 agreements stated that the benefits would be paid in instalments: "Payment of Severance Pay will be made in weekly amounts which will continue until the maximum amount is paid or the employee is retired." Few agreements indicated that the employer had the option of paying the severance amount either in a lump sum or in instalments.

### Repayment of severance pay

Provisions for repayment of severance pay on rehiring were found to be relatively few. **Only 11 per cent of the agreements (9 per cent of the employees) in the current survey had a provision for repayment.** Usually the employee had to return a portion of his severance allowance. An example from one of the agreements follows: "When an employee has received a layoff allowance and is later recalled within a time interval shorter than that covered by the number of weeks of layoff allowance granted, the amount of layoff allowance paid the employee for excess number of weeks shall be considered as an advance pay . . . and is repayable through payroll deductions . . ."

Two plans specifically stated that the employee did not have to return the severance pay on rehire. Example: "An individual who has received severance pay shall not be required to return any portion of such pay to the company in the event of his employment."

### Conditions for granting severance pay

Although most of the plans studied stipulated certain conditions for granting severance benefits, in 67 per cent of cases (covering 72 per cent of the employees) the conditions were sufficiently broad to permit payments under such circumstances. Examples: "When the corporation terminates the employment of an employee as a result of the permanent abolition of a position, an employee with more than 4 years of service shall receive layoff pay in a lump sum equal to 1 weeks pay for each year of service . . ." and "Severance pay will be paid to employees who have had more than 5 years employment with the system and are laid off due to a shortage of work." The reason for abolition of a position or shortage of work (in the above type of cases) were not mentioned either in the severance pay clause or elsewhere in the agreement.

Sometimes the plans specified situations under which severance benefits were not payable, but still laid down broad conditions under which severance amounts were to be paid. Examples: "An employee who has completed 2 years of employment whose employment is terminated for any reason other than voluntary resignation, discharge for cause, disability retirement or normal retirement, shall receive severance pay of a sum equivalent to 2 per cent of his total earnings throughout his period of employment, or throughout his last period of employment if he were formerly employed and rehired," and "Upon dismissal for any reason other than gross misconduct or self-provoked dismissal for the purpose of collecting severance pay, or upon being laid off, an employee shall receive severance pay in cash in a lump sum equal to 1 week's pay for every 6 months of service or major fraction thereof, up to a maximum of 46 weeks."

### Specific conditions

**Fifty-three plans (32 per cent of the agreements covering 24 per cent of the workers) provided for benefits only under special circumstances like technological change, plant closing or transfer of operations.** Examples: "Severance pay shall be allowed those employees within the bargaining unit whose termination may be directly at-



tributable to the introduction of equipment or methods which reduce the number of employees required;" (2) "... permanent employees shall receive severance pay for layoffs resulting from merger or geographical relocations;" (3) "Employees who become permanently displaced as a result of the closing of the plant or a department ... shall receive severance pay."

### Exemptions

Nearly half of the plans specifically listed one or more situations wherein workers separated from employment would not be entitled to receive severance pay. Most important among these are: discharge for cause (28 plans); employee is qualified for retirement or pension (24 plans); voluntary resignation (21 plans); and refusal of recall or transfer (15 plans).

It may be noted that although 21 plans denied payments in case of voluntary resignation, 66 plans included a clause allowing severance benefits in such cases, although benefits provided were generally at a reduced level. Similarly, although death and retirement are among the list of exemptions, a significant proportion of the agreements specifically allowed payment in such situations.

### Severance and S.U.B. Plans

| Provision                   | Agreements |    | Employees |    |
|-----------------------------|------------|----|-----------|----|
|                             | No.        | %  | No.       | %  |
| No specific provision ..... | 438        | 65 | 767,501   | 52 |
| Severance pay .....         | 167        | 25 | 466,352   | 32 |
| Severance pay fund .....    | 7          | 1  | 21,674    | 1  |
| Severance + S.U.B. ....     | 41         | 6  | 173,855   | 12 |
| S.U.B. ....                 | 22         | 3  | 43,751    | 3  |
| Total .....                 | 675        |    | 1,473,133 |    |

### Severance Pay and S.U.B. Plans (Manufacturing)

| Provision                | Agreements |    | Employees |    |
|--------------------------|------------|----|-----------|----|
|                          | No.        | %  | No.       | %  |
| No provision .....       | 170        | 56 | 160,357   | 36 |
| Severance pay .....      | 74         | 24 | 145,148   | 32 |
| Severance pay fund ..... | 6          | 2  | 20,174    | 4  |
| Severance + S.U.B. ....  | 35         | 12 | 89,754    | 20 |
| S.U.B. ....              | 19         | 6  | 35,770    | 8  |
| Total .....              | 304        |    | 451,203   |    |

### Severance Pay and S.U.B. Plans (Non-Manufacturing)

| Provision                | Agreements |    | Employees |    |
|--------------------------|------------|----|-----------|----|
|                          | No.        | %  | No.       | %  |
| No provision .....       | 268        | 72 | 607,144   | 5  |
| Severance pay .....      | 93         | 25 | 321,204   | 31 |
| Severance pay fund ..... | 1          | —  | 1,500     | —  |
| Severance + S.U.B. ....  | 6          | 2  | 84,101    | 8  |
| S.U.B. ....              | 3          | 1  | 7,981     | 1  |
| Total .....              | 371        |    | 1,021,930 |    |

### Summary by Province

| Province                      | Agreements |    | Employees |    |
|-------------------------------|------------|----|-----------|----|
|                               | No.        | %  | No.       | %  |
| Ontario .....                 | 38         | 23 | 98,127    | 21 |
| Québec .....                  | 30         | 18 | 46,781    | 10 |
| British Columbia .....        | 16         | 10 | 58,577    | 13 |
| Saskatchewan .....            | 5          | 3  | 10,315    | 2  |
| Alberta .....                 | 5          | 3  | 21,655    | 5  |
| New Brunswick .....           | 3          | 2  | 3,421     | 1  |
| Newfoundland .....            | 1          | 1  | 1,200     | —  |
| Manitoba .....                | 1          | 1  | 650       | —  |
| Nova Scotia .....             | 1          | 1  | 500       | —  |
| More than one province* ..... | 67         | 40 | 225,126   | 48 |
| Total .....                   | 167        |    | 466,352   |    |

\*Includes 49 Federal Government agreements.

### Size of Bargaining Unit

| Bargaining Unit    | Agreements |    | Employees |    |
|--------------------|------------|----|-----------|----|
|                    | No.        | %  | No.       | %  |
| 500— 750 .....     | 53         | 32 | 31,621    | 7  |
| 751— 1,000 .....   | 25         | 15 | 22,735    | 5  |
| 1,001— 1,500 ..... | 25         | 15 | 30,480    | 7  |
| 1,501— 2,000 ..... | 15         | 9  | 27,006    | 6  |
| 2,001— 3,000 ..... | 18         | 11 | 42,942    | 9  |
| 3,001— 4,000 ..... | 6          | 4  | 22,056    | 5  |
| 4,001— 5,000 ..... | 5          | 3  | 24,200    | 5  |
| 5,001—10,000 ..... | 8          | 5  | 53,448    | 11 |
| 10,000 over .....  | 12         | 7  | 211,864   | 45 |
| Total .....        | 167        |    | 466,352   |    |

# Severance Pay and S.U.B. Plans By Industry

| Industry   | Severance Pay |           | Severance Fund |           | S.U.B. with<br>Severance Pay |           | S.U.B. Plans<br>without<br>Severance Pay |           |
|--|---------------|-----------|----------------|-----------|------------------------------|-----------|--|-----------|
|  | Agts.         | Employees | Agts.          | Employees | Agts.                        | Employees | Agts.                                    | Employees |
| MANUFACTURING .....                                | 74            | 145,148   | 6              | 20,174    | 35                           | 89,754    | 19                                       | 35,770    |
| Food and Beverages.....                            | 10            | 14,632    | —              | —         | 2                            | 1,573     | —  | —         |
| Tobacco .....                                      | 2             | 2,664     | —              | —         | —                            | —         | —  | —         |
| Rubber .....                                       | —             | —         | —              | —         | 7                            | 7,268     | —  | —         |
| Leather .....                                      | —             | —         | —              | —         | —                            | —         | —  | —         |
| Textile .....                                      | 5             | 6,870     | —              | —         | 1                            | 797       | —  | —         |
| Knitting .....                                     | 2             | 1,094     | —              | —         | —                            | —         | —  | —         |
| Clothing .....                                     | 1             | 850       | 5              | 18,950    | —                            | —         | —  | —         |
| Wood .....   | 3             | 34,368    | —              | —         | —                            | —         | —  | —         |
| Furniture .....                                    | —             | —         | —              | —         | —                            | —         | —  | —         |
| Paper .....  | 25            | 40,640    | —              | —         | —                            | —         | —  | —         |
| Printing & publishing .....                        | 4             | 10,965    | —              | —         | —                            | —         | —  | —         |
| Primary metal .....                                | 1             | 787       | —              | —         | 3                            | 6,585     | 10                                       | 27,184    |
| Metal fabrication .....                            | —             | —         | —              | —         | 3                            | 4,140     | 4  | 3,020     |
| Machinery .....                                    | 1             | 1,150     | —              | —         | 2                            | 7,125     | 1  | 1,490     |
| Transportation and equipment .....                 | —             | —         | 1              | 1,224     | 15                           | 60,562    | 1  | 551       |
| Electrical .....                                   | 11            | 23,217    | —              | —         | —                            | —         | 2  | 2,525     |
| Non-Metallic mineral products .....                | 7             | 5,361     | —              | —         | 2                            | 1,704     | —  | —         |
| Chemical .....                                     | 2             | 2,550     | —              | —         | —                            | —         | 1  | 1,000     |
| Miscellaneous manufacturing .....                  | —             | —         | —              | —         | —                            | —         | —  | —         |
| NON-MANUFACTURING .....                            | 93            | 321,204   | 1              | 1,500     | 6                            | 84,101    | 3  | 7,981     |
| Logging .....                                      | —             | —         | —              | —         | —                            | —         | —  | —         |
| Fishing .....                                      | —             | —         | —              | —         | —                            | —         | —  | —         |
| Mining .....                                       | 4             | 2,450     | —              | —         | —                            | —         | 2  | 5,371     |
| Transportation .....                               | 5             | 9,730     | —              | —         | —                            | —         | —  | —         |
| Storage .....                                      | 3             | 2,715     | —              | —         | 1                            | 500       | —  | —         |
| Communication .....                                | 7             | 44,287    | —              | —         | 4                            | 82,469    | —  | —         |
| Electrical power and utilities .....               | 4             | 15,162    | —              | —         | —                            | —         | —  | —         |
| Wholesale trade .....                              | 2             | 2,470     | —              | —         | —                            | —         | —  | —         |
| Retail trade .....                                 | 2             | 3,900     | —              | —         | 1                            | 1,132     | 1  | 2,610     |
| Finance .....                                      | —             | —         | —              | —         | —                            | —         | —  | —         |
| Education .....                                    | 2             | 3,463     | —              | —         | —                            | —         | —  | —         |
| Hospitals .....                                    | 1             | 2,300     | —              | —         | —                            | —         | —  | —         |
| Hotels & restaurants .....                         | 2             | 1,047     | —              | —         | —                            | —         | —  | —         |
| Federal administration .....                       | 49            | 154,983   | —              | —         | —                            | —         | —  | —         |
| Provincial administration .....                    | 9             | 75,532    | —              | —         | —                            | —         | —  | —         |
| Local administration .....                         | 1             | 1,500     | 1              | 1,500     | —                            | —         | —  | —         |
| Miscellaneous service .....                        | 2             | 1,665     | —              | —         | —                            | —         | —  | —         |
| Total manufacturing and<br>non-manufacturing ..... | 167           | 466,352   | 7              | 21,674    | 41                           | 173,855   | 22                                       | 43,751    |



## Term of Agreement

| Provision                | Agreements |    | Employees |    |
|--------------------------|------------|----|-----------|----|
|                          | No.        | %  | No.       | %  |
| Under 18 months .....    | 29         | 17 | 89,305    | 19 |
| 19-29 months .....       | 79         | 47 | 222,527   | 48 |
| 30 months and over ..... | 59         | 35 | 154,520   | 33 |
| Total .....              | 167        |    | 466,352   |    |

## Expiry Date of Agreements

| Year        | Agreements |    | Employees |    |
|-------------|------------|----|-----------|----|
|             | No.        | %  | No.       | %  |
| 1970 .....  | 44         | 26 | 126,265   | 27 |
| 1971 .....  | 46         | 28 | 160,433   | 34 |
| 1972 .....  | 43         | 26 | 111,251   | 24 |
| 1973 .....  | 30         | 18 | 57,761    | 12 |
| 1974 .....  | 4          | 1  | 10,642    | 2  |
| Total ..... | 167        |    | 466,352   |    |

## Minimum Service Requirements

| Provision                          | Agreements |    | Employees |    |
|------------------------------------|------------|----|-----------|----|
|                                    | No.        | %  | No.       | %  |
| Less than one year .....           | 9          | 5  | 15,172    | 3  |
| 1 year .....                       | 53         | 32 | 171,899   | 37 |
| 2 years .....                      | 17         | 10 | 30,552    | 7  |
| 3 years .....                      | 9          | 5  | 8,353     | 2  |
| 4 years .....                      | 2          | 1  | 2,754     | 1  |
| 5 years .....                      | 12         | 7  | 10,023    | 2  |
| 7 years .....                      | 1          | 1  | 650       | —  |
| 10 years .....                     | 7          | 4  | 6,997     | 2  |
| Service requirements varies* ..... | 52         | 31 | 194,023   | 42 |
| No details .....                   | 5          | 3  | 25,929    | 6  |
| Total .....                        | 167        |    | 466,352   |    |

\*Mostly Federal Government contracts stipulating minimum of 1 year's service in case of layoff and 10 years for voluntary resignations.

## Method of Payment

| Provision   | Agreements |    | Employees |    |
|---|------------|----|-----------|----|
|   | No.        | %  | No.       | %  |
| No provision .....                                | 119        | 71 | 362,032   | 78 |
| Lump sum payment .....                            | 16         | 10 | 41,769    | 9  |
| Instalments .....                                 | 25         | 15 | 48,137    | 10 |
| Employers option of lump sum or instalments ..... | 5          | 3  | 13,164    | 3  |
| Other .....                                       | 2          | 1  | 1,250     | —  |
| Total .....                                       | 167        |    | 466,352   |    |

## Basis for Computation of Severance Pay

| Provision                                  | Agreements |    | Employees |    |
|--|------------|----|-----------|----|
|  | No.        | %  | No.       | %  |
| No provision .....                         | 83         | 50 | 250,173   | 54 |
| Base rate .....                            | 11         | 7  | 7,842     | 2  |
| Average straight time rate .....           | 8          | 5  | 18,087    | 4  |
| Average earnings .....                     | 8          | 5  | 11,516    | 2  |
| Highest rate or salary .....               | 6          | 4  | 46,876    | 10 |
| Gross earnings .....                       | 17         | 10 | 29,998    | 6  |
| Current rate of pay or weekly salary ..... | 27         | 16 | 80,295    | 17 |
| Other .....                                | 7          | 4  | 21,565    | 5  |
| Total .....                                | 167        |    | 466,352   |    |

## Employee Options in Lieu of Severance Pay

| Provision                  | Agreements |    | Employees |    |
|----------------------------|------------|----|-----------|----|
|                            | No.        | %  | No.       | %  |
| No provision .....         | 150        | 90 | 427,814   | 92 |
| Interplant transfer .....  | 4          | 2  | 4,583     | 1  |
| Retain recall rights ..... | 9          | 5  | 25,977    | 6  |
| Other .....                | 4          | 2  | 7,978     | 2  |
| Total .....                | 167        |    | 466,352   |    |

## Repayment of Severance Payments on Rehire

| Provision   | Agreements |    | Employees |    |
|---|------------|----|-----------|----|
|   | No.        | %  | No.       | %  |
| No provision .....  | 149        | 89 | 423,251   | 91 |
| Repayment of full amount .....                                    | 1          | 1  | 850       | —  |
| Repayment of excess amount not used at the time of rehiring ..... | 9          | 5  | 27,289    | 6  |
| Employee does not have to repay .....                             | 4          | 2  | 11,164    | 2  |
| Other .....   | 4          | 2  | 3,798     | 1  |
| Total .....   | 167        |    | 466,352   |    |

Conditions for Granting Severance Pay

| Provision  | Agreements |    | Employees |    |
|--|------------|----|-----------|----|
|  | No.        | %  | No.       | %  |
| <b>GENERAL CONDITIONS</b>  |            |    |           |    |
| Layoff—no reasons specified .....  | 82         | 49 | 284,240   | 61 |
| Lack of work .....   | 28         | 18 | 52,086    | 11 |
| <b>SPECIFIC CONDITIONS</b>   |            |    |           |    |
| Technological change (Includes change in process or methods of production) ..... | 20         | 12 | 64,227    | 14 |
| Plant closing or merger .....  | 4          | 2  | 7,922     | 2  |
| Transfer of operation .....  | 4          | 2  | 4,933     | 1  |
| Reorganization .....   | —          | —  | —         | —  |
| Two or more conditions* .....  | 25         | 15 | 30,521    | 7  |
| Others .....   | 4          | 2  | 22,423    | 5  |
| Total .....  | 167        |    | 466,352   |    |

\* Virtually all these plans include technological change as one of the conditions.

Severance Pay for Voluntary Resignation

| Provision              | Agreements |    | Employees |    |
|------------------------|------------|----|-----------|----|
|                        | No.        | %  | No.       | %  |
| No provision .....     | 101        | 60 | 251,162   | 54 |
| Provision exists ..... | 66         | 40 | 215,190   | 46 |
| Total .....            | 167        |    | 466,352   |    |

Severance Pay to Beneficiaries in Case of Death

| Provision              | Agreements |    | Employees |    |
|------------------------|------------|----|-----------|----|
|                        | No.        | %  | No.       | %  |
| No provision .....     | 150        | 90 | 384,919   | 83 |
| Provision exists ..... | 17         | 10 | 81,433    | 17 |
| Total .....            | 167        |    | 466,352   |    |

Severance Pay Upon Retirement

| Provision                   | Agreements |    | Employees |    |
|-----------------------------|------------|----|-----------|----|
|                             | No.        | %  | No.       | %  |
| No specific provision ..... | 109        | 65 | 258,097   | 55 |
| Provision exists .....      | 58         | 35 | 208,255   | 45 |
| Total .....                 | 167        |    | 466,352   |    |

Severance Pay for Physical Disability or Inability

| Provision                   | Agreements |    | Employees |    |
|-----------------------------|------------|----|-----------|----|
|                             | No.        | %  | No.       | %  |
| No specific provision ..... | 155        | 93 | 408,979   | 87 |
| Provision exists .....      | 12         | 7  | 57,373    | 12 |
| Total .....                 | 167        |    | 466,352   |    |

Severance Pay—Exemptions

| Provision                                | Agreements |    | Employees |    |
|--|------------|----|-----------|----|
|  | No.        | %  | No.       | %  |
| No reference to specific exemption ..... | 87         | 52 | 250,569   | 54 |
| One or more exemptions .....             | 80         | 48 | 215,783   | 46 |
| Total .....                              | 167        |    | 466,352   |    |

List of Specific Exemptions

| Provision                                  | Agreements |
|--|------------|
| Discharge for cause .....                  | 28         |
| Refusal to transfer or recall .....        | 15         |
| Emergency situations .....                 | 13         |
| Leave of absence .....                     | 3          |
| Failure to maintain union membership ..... | 2          |
| Voluntary resignation .....                | 21         |
| Retirement .....                           | 24         |
| Death .....                                | 6          |
| Others .....                               | 19         |



## Summary by Unions

| Union  | No. of<br>Agreements | No. of<br>Employees |
|--|----------------------|---------------------|
| Food workers .....   | 6                    | 11,872              |
| Glass and ceramic workers .....                              | 6                    | 4,731               |
| Civil Service Association of Ontario .....                   | 5                    | 45,822              |
| Public employees .....                                       | 5                    | 24,545              |
| I.B.E.W. ....  | 5                    | 7,284               |
| Pulp and paper mill workers .....                            | 5                    | 6,912               |
| Pulp and Paper Workers' Federation .....                     | 4                    | 2,799               |
| Northern Electric Employees Association .....                | 4                    | 11,813              |
| Woodworkers .....  | 3                    | 34,368              |
| Newspaper Guild .....  | 3                    | 2,885               |
| Steelworkers .....   | 3                    | 1,850               |
| Textile Federation .....                                     | 3                    | 1,643               |
| I.E.U. ....  | 3                    | 3,190               |
| Saskatchewan Government Employees' Association .....         | 2                    | 7,400               |
| Tobacco Workers .....  | 2                    | 2,664               |
| Machinists .....   | 2                    | 2,074               |
| Railway, Transport and General Workers .....                 | 2                    | 1,777               |
| Teamsters .....  | 2                    | 1,655               |
| Saskatchewan Wheat Pool Employees .....                      | 2                    | 1,515               |
| Textile Workers' Union .....                                 | 2                    | 1,194               |
| Metallurgists, Miners and Chemical Workers Federation .....  | 2                    | 1,130               |
| Professional Institute of the Public Service of Canada ..... | 10                   | 10,214              |
| Public Service Alliance of Canada .....                      | 31                   | 134,799             |
| CLC-chartered locals .....                                   | 2                    | 2,055               |
| Independent local organizations .....                        | 11                   | 31,350              |
| More than one union .....                                    | 18                   | 62,947              |
| Other .....  | 24                   | 145,860             |
| <b>Total .....</b>   | <b>167</b>           | <b>466,352</b>      |

## Minimum Severance Pay Under Major Collective Agreements, 1970

| Severance<br>Pay                          | Length of Service |         |                     |        |        |         |         |        |         |       |         |       |         |        |          |       | Depends on<br>Reason for<br>Separation |         |
|---|-------------------|---------|---------------------|--------|--------|---------|---------|--------|---------|-------|---------|-------|---------|--------|----------|-------|--|---------|
|   | Total             |         | Less than<br>1 Year |        | 1 Year |         | 2 Years |        | 3 Years |       | 4 Years |       | 5 Years |        | 10 Years |       |  |         |
|   | Agts.             | Wkrs.   | Agts.               | Wkrs.  | Agts.  | Wkrs.   | Agts.   | Wkrs.  | Agts.   | Wkrs. | Agts.   | Wkrs. | Agts.   | Wkrs.  | Agts.    | Wkrs. | Agts.                                  | Wkrs.   |
| 1 Week .....                              | 69                | 187,408 | 7*                  | 12,985 | 45†    | 151,217 | 8       | 15,713 | 1       | 559   | —       | —     | 3       | 1,597  | 5        | 5,337 | —                                      | —       |
| 2 Weeks .....                             | 11                | 22,997  | 1                   | 1,400  | 3      | 9,063   | 5       | 11,159 | 2       | 1,375 | —       | —     | —       | —      | —        | —     | —                                      | —       |
| 3 Weeks .....                             | 7                 | 7,254   | —                   | —      | —      | —       | —       | —      | 4       | 5,419 | 1       | 665   | 1       | 520    | 1        | 650   | —                                      | —       |
| 4 Weeks .....                             | 5                 | 5,749   | —                   | —      | 1      | 900     | 1       | 1,100  | —       | —     | 1       | 2,089 | —       | —      | 2        | 1,660 | —                                      | —       |
| 5-8 Weeks .....                           | 9                 | 8,406   | —                   | —      | 1      | 500     | —       | —      | —       | —     | —       | —     | 8       | 7,906  | —        | —     | —                                      | —       |
| Cash amts. ....                           | 6                 | 12,106  | —                   | —      | 4      | 11,006  | 1       | 600    | 1       | 500   | —       | —     | —       | —      | —        | —     | —                                      | —       |
| Depends on reason<br>for separation ..... | 55                | 196,503 | —                   | —      | —      | —       | 2       | 1,980  | 1       | 500   | —       | —     | —       | —      | —        | —     | 52††                                   | 194,023 |
| No details .....                          | 5                 | 25,929  | —                   | —      | —      | —       | —       | —      | —       | —     | —       | —     | —       | —      | —        | —     | —                                      | —       |
| Total .....                               | 167               | 466,352 | 8                   | 14,385 | 54     | 172,686 | 17      | 30,552 | 9       | 8,353 | 2       | 2,754 | 12      | 10,023 | 8        | 7,647 | 52                                     | 194,023 |

\*Four agreements provide 1 week for each 6 months of service.

†(i) Nine agreements pay 1 per cent of employees' earnings for the last full period of continuous service.

(ii) One agreement pays 1 day's wages after 1 year of service.

††Mostly federal government agreements providing (a) on layoff: first layoff = 2 weeks pay for the first year and one week's pay for the other remaining years to a maximum of 28 years. Subsequent layoffs: 1 week's pay for each year of service to a maximum of 27 years; (b) on resignation: After 10 years or more of continuous employment, a half week for each year of service to a maximum of 26 years; (c) on retirement: 1 week for each year of service to a maximum of 28 years.

## Severance Pay at Selected Years of Service

| Severance Pay                             | Length of Service |         |         |         |          |         |          |         |          |         |          |         |
|---|-------------------|---------|---------|---------|----------|---------|----------|---------|----------|---------|----------|---------|
|   | 1 Year            |         | 5 Years |         | 10 Years |         | 15 Years |         | 20 Years |         | 25 Years |         |
|   | Agts.             | Wkrs.   | Agts.   | Wkrs.   | Agts.    | Wkrs.   | Agts.    | Wkrs.   | Agts.    | Wkrs.   | Agts.    | Wkrs.   |
| No provision .....                        | 48                | 59,329  | 8       | 7,647   | —        | —       | —        | —       | —        | —       | —        | —       |
| 1 week* .....                             | 48                | 159,917 | 4       | 2,097   | 5        | 5,337   | 3        | 2,830   | 3        | 2,830   | 3        | 2,830   |
| 2 weeks .....                             | 8                 | 14,748  | 4       | 2,746   | 4        | 2,247   | 1        | 650     | 1        | 650     | 1        | 650     |
| 3 weeks .....                             | —                 | —       | 17      | 20,475  | 1        | 650     | 4        | 2,247   | 1        | 650     | 1        | 650     |
| 4 weeks .....                             | 1                 | 900     | 3       | 3,624   | 5        | 3,862   | —        | —       | 2        | 1,047   | —        | —       |
| 5 weeks .....                             | —                 | —       | 50      | 175,085 | 15       | 19,172  | 3        | 2,764   | 4        | 3,314   | 6        | 4,361   |
| 6 weeks .....                             | 1                 | 500     | 1       | 1,000   | 2        | 1,624   | 5        | 4,884   | —        | —       | —        | —       |
| 7-9 weeks .....                           | —                 | —       | 1       | 1,648   | 3        | 2,397   | 13       | 16,401  | 4        | 3,197   | 1        | 850     |
| 10 weeks .....                            | —                 | —       | 8       | 13,889  | 45       | 163,486 | 4        | 5,134   | 15       | 19,624  | 6        | 6,694   |
| 11-14 weeks .....                         | —                 | —       | 3       | 2,203   | 6        | 14,113  | 4        | 3,325   | 4        | 4,568   | 14       | 17,371  |
| 15 weeks .....                            | —                 | —       | —       | —       | —        | —       | 41       | 157,196 | 1        | 1,200   | —        | —       |
| 16-19 weeks .....                         | —                 | —       | —       | —       | —        | —       | 3        | 4,216   | 2        | 1,155   | 3        | 3,674   |
| 20 weeks .....                            | —                 | —       | —       | —       | 8        | 13,889  | 1        | 905     | 42       | 158,101 | 3        | 4,805   |
| 21-24 weeks .....                         | —                 | —       | 1       | 900     | 2        | 1,239   | 4        | 11,813  | 2        | 2,916   | 2        | 1,155   |
| 25 weeks .....                            | —                 | —       | —       | —       | —        | —       | —        | —       | —        | —       | 40       | 153,296 |
| 26-30 weeks .....                         | —                 | —       | 1       | 500     | 4        | 2,898   | 8        | 13,948  | 2        | 1,600   | 4        | 4,516   |
| 31-40 weeks .....                         | —                 | —       | —       | —       | —        | —       | 2        | 1,648   | 11       | 25,461  | 3        | 7,835   |
| 41-50 weeks .....                         | —                 | —       | —       | —       | 1        | 900     | —        | —       | —        | —       | 3        | 5,813   |
| 52 weeks .....                            | —                 | —       | —       | —       | —        | —       | 4        | 2,953   | 6        | 4,601   | 10       | 16,414  |
| Over 52 weeks .....                       | —                 | —       | —       | —       | —        | —       | 1        | 900     | 1        | 900     | 1        | 900     |
| Cash amounts .....                        | 4                 | 11,006  | 6       | 12,106  | 6        | 12,106  | 6        | 12,106  | 6        | 12,106  | 6        | 12,106  |
| Depends on reason<br>for separation ..... | 52                | 194,023 | 55      | 196,503 | 55       | 196,503 | 55       | 196,503 | 55       | 196,503 | 55       | 196,503 |
| Others .....                              | 5                 | 25,929  | 5       | 25,929  | 5        | 25,929  | 5        | 25,929  | 5        | 25,929  | 5        | 25,929  |
| Total .....                               | 167               | 466,352 | 167     | 466,352 | 167      | 466,352 | 167      | 466,352 | 167      | 466,352 | 167      | 466,352 |

\* (i) Ten agreements pay 1 per cent of employee's earnings for the last full period of continuous service.

(ii) One agreement pays one day's wages after one year of service.

## Maximum Severance Pay under Major Collective Agreements, 1970

| Severance Pay       |     | Length of Service—Selected Years |       |          |       |          |       |          |       |          |       |       |       | Over 25 Years | Length not specified |         |
|---------------------|-----|----------------------------------|-------|----------|-------|----------|-------|----------|-------|----------|-------|-------|-------|---------------|----------------------|---------|
|                     |     | 5 Years                          |       | 10 Years |       | 15 Years |       | 20 Years |       | 25 Years |       |       |       |               |                      |         |
|                     |     | Agts.                            | Wkrs. | Agts.    | Wkrs. | Agts.    | Wkrs. | Agts.    | Wkrs. | Agts.    | Wkrs. | Agts. | Wkrs. |               |                      |         |
| 1-5 weeks .....     | 8   | 6,918                            | 1     | 650      | 5*    | 5,053    | 1     | 665      | 1     | 550      | —     | —     | —     | —             | —                    | —       |
| 6-10 " .....        | 6   | 6,543                            | —     | —        | 5     | 5,693    | —     | —        | 1     | 850      | —     | —     | —     | —             | —                    | —       |
| 11-15 " .....       | 1   | 970                              | —     | —        | —     | —        | 1     | 970      | —     | —        | —     | —     | —     | —             | —                    | —       |
| 16-20 " .....       | 3   | 4,805                            | —     | —        | 1     | 905      | —     | —        | 2     | 3,900    | —     | —     | —     | —             | —                    | —       |
| 21-25 " .....       | —   | —                                | —     | —        | —     | —        | —     | —        | —     | —        | —     | —     | —     | —             | —                    | —       |
| 26-30 " .....       | 64  | 245,515                          | 2     | 1,730    | —     | —        | 1     | 1,100    | —     | —        | —     | —     | 61    | 242,685       | —                    | —       |
| 31-40 " .....       | 3   | 7,835                            | —     | —        | —     | —        | —     | —        | 3     | 7,835    | —     | —     | —     | —             | —                    | —       |
| 41-50 " .....       | 1   | 1,050                            | —     | —        | —     | —        | —     | —        | —     | 1        | 1,050 | —     | —     | —             | —                    | —       |
| 52 " .....          | 9   | 7,251                            | —     | —        | —     | —        | 4     | 2,953    | 2     | 1,648    | —     | —     | 3     | 2,650         | —                    | —       |
| Cash amounts .....  | 6   | 12,106                           | —     | —        | —     | —        | 1     | 600      | —     | —        | —     | —     | 2     | 2,800         | 3                    | 8,706   |
| Limit               |     |                                  |       |          |       |          |       |          |       |          |       |       |       |               |                      |         |
| not specified ..... | 61  | 147,430                          | —     | —        | —     | —        | —     | —        | —     | —        | —     | —     | —     | —             | 61                   | 147,430 |
| No details .....    | 5   | 25,929                           | —     | —        | —     | —        | —     | —        | —     | —        | —     | —     | —     | —             | —                    | —       |
| Total .....         | 167 | 466,352                          | 3     | 2,380    | 11    | 11,651   | 8     | 6,288    | 9     | 14,783   | 1     | 1,050 | 66    | 248,135       | 64                   | 156,136 |

\*Covers 4 agreements providing flat amounts.



# Labour statistics

| Principal Items  | Date            | Amount         | Percentage Change<br>From |                  |
|--|-----------------|----------------|---------------------------|------------------|
|  |                 |                | Previous<br>Month         | Previous<br>Year |
|  |                 | (in thousands) |                           |                  |
| TOTAL CIVILIAN LABOUR FORCE*                                   |                 |                |                           |                  |
| Week ended January 15, 1971.....                               |                 | 8,582          | - 0.8                     | + 3.0            |
| Employed.....  | January         | 7,917          | - 2.6                     | + 3.2            |
| Agriculture.....   | "               | 420            | - 4.3                     | - 4.1            |
| Non-agriculture.....   | "               | 7,497          | - 2.5                     | + 3.7            |
| Paid workers.....  | "               | 6,959          | - 2.2                     | + 3.7            |
| At work 35 hours or more.....                                  | "               | 6,227          | - 3.7                     | + 3.8            |
| At work less than 35 hours.....                                | "               | 1,358          | - 3.9                     | + 0.1            |
| Employed but not at work.....                                  | "               | 332            | +32.8                     | + 5.7            |
| Unemployed.....  | "               | 665            | +25.5                     | - 0.4            |
| Atlantic.....  | "               | 85             | +23.2                     | +28.8            |
| Québec.....  | "               | 233            | +25.3                     | - 0.4            |
| Ontario.....   | "               | 189            | +28.6                     | - 6.0            |
| Prairie.....   | "               | 79             | +23.4                     | - 7.1            |
| British Columbia.....  | "               | 79             | +23.4                     | - 3.7            |
| Without work and seeking work.....                             | "               | 611            | +23.9                     | —                |
| On temporary layoff up to 30 days.....                         | "               | 54             | +45.9                     | - 5.3            |
| INDUSTRIAL EMPLOYMENT (1961 = 100)†.....                       |                 |                |                           |                  |
| Manufacturing employment (1961 = 100)†.....                    | November        | 129.3          | - 0.8                     | + 1.3            |
|  | "               | 122.1          | - 1.2                     | + 1.2            |
| IMMIGRATION.....   |                 |                |                           |                  |
| Destined to the labour force.....                              | 1st 9 mths 1971 | 940.05         | —                         | -17.0            |
|  | 1st 9 mths 1971 | 483.77         | —                         | -19.4            |
| STRIKES AND LOCKOUTS   |                 |                |                           |                  |
| Strikes and lockouts.....                                      | January         | 75             | - 7.4                     | +63.0            |
| No. of workers involved.....                                   | "               | 16,399         | +15.2                     | -45.7            |
| Duration in man days.....                                      | "               | 137,370        | -12.1                     | -34.0            |
| EARNINGS AND INCOME  |                 |                |                           |                  |
| Average weekly earnings (ind. comp.)†.....                     | November        | 142.22         | —                         | + 9.5            |
| Average hourly earnings (mfg.)†.....                           | "               | 3.33           | —                         | + 8.4            |
| Average weekly hours paid†.....                                | "               | 40.4           | + 0.2                     | + 1.3            |
| Consumer price index (1961 = 100).....                         | February        | 137.3          | + 0.4                     | + 4.9            |
| Index numbers of weekly earnings in 1961 dollars (1961 = 100)‡ | November        | 134.0          | + 0.3                     | + 5.1            |
| Total labour income (millions of dollars)†.....                | October         | 4,496.3        | - 0.3                     | +10.7            |
| INDUSTRIAL PRODUCTION†   |                 |                |                           |                  |
| Total (average 1961 = 100).....                                | January         | 184.0          | + 0.4                     | + 0.6            |
| Manufacturing.....   | "               | 179.3          | + 0.7                     | + 5.1            |
| Durables.....  | "               | 204.0          | + 1.2                     | + 3.8            |
| Non-durables.....  | "               | 159.9          | + 0.3                     | - 2.2            |
| NEW RESIDENTIAL CONSTRUCTION**                                 |                 |                |                           |                  |
| Starts.....  | "               | 9,434          | -37.1                     | —                |
| Completions.....   | "               | 15,096         | + 1.1                     | —                |
| Under construction.....  | "               | 146,430        | + 0.4                     | —                |

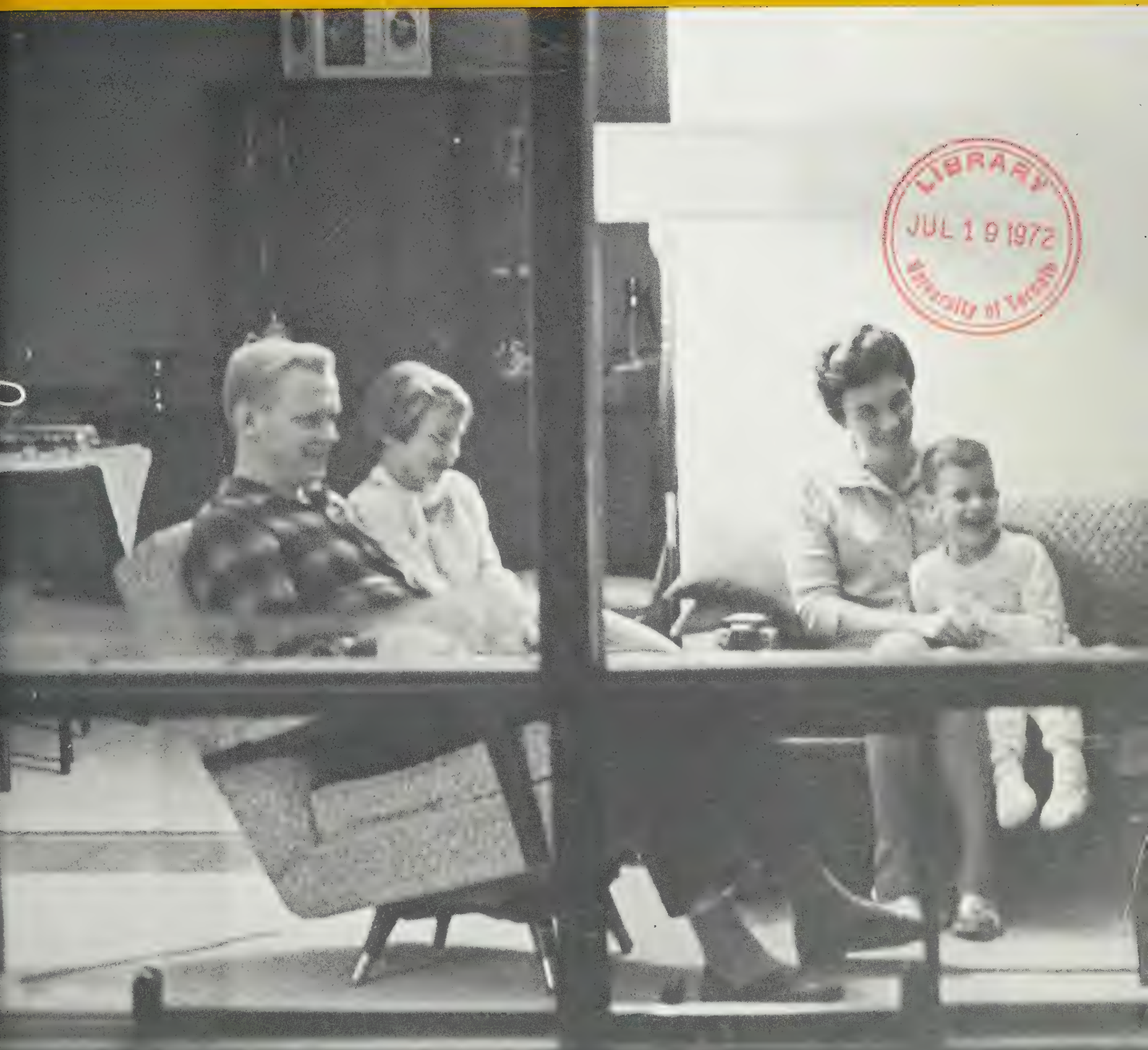
\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

\*\* Centres of 10,000 population or more.

# The Labour Gazette





**Once a wage or salary is determined, it is up to the worker himself to make the most of his pay envelope. Fighting for higher wages is not enough; workers must fight for fair prices and good quality in the goods and services they purchase. See: Stretching the Worker's Pay: Through Cheaper Legal Assistance and Through Consumer Protection, p. 280 and 285.**



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Labour  
Canada

Travail  
Canada



## News briefs

■ Dr. Sylvia Ostry has been appointed Chief Statistician of Canada, succeeding Walter E. Duffett, who retired. Since 1970, Dr. Ostry had been vice-president of the Economic Council of Canada. Born in Winnipeg, Dr. Ostry attended the University of Manitoba, later enrolling at McGill University where she obtained in 1948 a Bachelor of Arts degree, specializing in economics, and a Masters Degree in 1950. Continuing her studies at McGill and Cambridge, she received a doctorate in 1954.

Dr. Ostry taught at McGill from 1948 to 1955, then at Sir George Williams University; she was assistant professor at McGill from 1958 to 1962; and associate professor at the University of Montreal from 1962 to 1964. Dr. Ostry was head of special research projects on manpower for the Department of Labour, for the Special Senate Committee on Manpower and Employment, and for the Manitoba Government on a committee looking into the economic future of Manitoba. At Statistics Canada she was the assistant director of the labour division from 1964 to 1966, and she acted as a special advisor on manpower for the Economic Council and for the Department of Manpower and Immigration. She was named director of the Economic Council of Canada in April 1969, and became one of the three full-time members of the Council. The following year she became vice-president of that organization.

■ The Prices Division of Statistics Canada has recently inaugurated the Retail Prices and Living Cost Service Bulletin designed for the timely release of information about family expenditures, consumer prices and national and international living cost comparisons. It will be published at intervals determined by the availability of useful information, anticipated to be at least 10 times a year. This Bulletin will not take the place of existing publications but will contain special articles and tabulations that might not otherwise become generally available, or extracts or abbreviations of information released in advance of regular publication. The first issue contained advance information from the national Family Expenditure Survey conducted in 1970. It is planned to include, in future issues, articles on the impact of changes in indirect taxes on the movement of the Consumer Price Index, comparisons of domestic fuel and utilities costs among major Canadian cities, international comparisons of retail price conditions, and periodic reviews of medium- or long-term price movements in consumer goods and services. The first issue was released in March 1972. Subscriptions are available from Publications Distribution, Statistics Canada, Ottawa, K1A 0T6 (Catalogue No. 62-005, price \$2.00/year).



Dr. Sylvia Ostry

**Dr. K. A. Pugh, former Deputy Minister of Labour for Alberta, has been appointed by Labour Minister Martin O'Connell to inquire into hours of work practices in the West Coast shipping industry.** Dr. Pugh will act as an Inquiry Commissioner under Part III of the Canada Labour Code (Labour Standards). Mr. O'Connell said the purpose of the inquiry is to examine existing hours-of-work practices in order to determine whether there could be any changes, appropriate to the shipping industry and to the benefit of its employees, in the hours-of-work standards now required by the Code. Any modification of the existing standards could be embodied in regulations made by the Governor in Council after the inquiry. Interested parties will be invited to make submissions to the Commission. The secretary will be B. W. Dodd, Regional Manager of the Labour Standards Branch of the Canada Department of Labour, Vancouver.

**Canada has ratified International Labour Convention No. 87 concerning Freedom of Association and Protection of the Right to Organize.** Ambassador George Gnatieff, Permanent Representative of Canada to the United Nations and the International Organizations in Geneva, deposited in March the instrument of ratification with Director-General Wilfred Jenks of the International Labour Office.

Canada thus became the 78th ILO member State to accede to Convention No. 87, which is among the most fundamental human rights standards framed by the ILO. The Convention guarantees the right of workers and employers to establish and join organizations of their own choosing, and the right of these organizations to function without government interference. Canada has now ratified 25 International Labour Conventions. The total number of ratifications of the 136 Conventions is 3,827.

The ratification is mentioned in the preamble to Bill C-183, the act to amend the Canada Labour Code (see p. 275). The preamble reads in part: "There is a long tradition in Canada of labour legislation and policy designed for the promotion of the common well-being through the encouragement of free collective bargaining and the constructive settlement of disputes. Canadian workers, trade unions and employers recognize and support freedom of association and free collective bargaining as the basis of effective industrial relations for the determination of good working conditions and sound labour-management relations.

"The Government of Canada has ratified Convention No. 87 of the International Labour Organization con-

cerning Freedom of Association and Protection of the Right to Organize and has assumed international reporting responsibilities in this regard. And the Parliament of Canada desires to continue and extend its support to labour and management in their co-operative efforts to develop good relations and constructive collective bargaining practices, and deems the development of good industrial relations to be in the best interests of Canada in ensuring a just share of the fruits of progress to all."

■ **A collective agreement between the Treasury Board and the Canadian Air Traffic Control Association covering some 1,750 air traffic controllers employed by the federal Government was signed in March.** The controllers were on strike from January 17 to 27 but went back to work to await the binding report of arbitrator Prof. Noel Hall. The agreement, which covers a 27-month period from October 1, 1971, to December 31, 1973, includes a general salary increase for all employees of six per cent effective October 1, 1971—5½ per cent effective July 1, 1972, and five per cent effective April 1, 1973. In addition, salary ranges for all employees have been extended to provide two additional steps for annual increments on and after October 1, 1973.

Minimum rate of pay for an air traffic controller, effective October 1, 1971, is \$7,380. The maximum rate now is \$19,568 as of October 1, 1971. This will become \$20,644 on July 1, 1972, \$21,676 on April 1, 1973, and \$23,520 on October 1, 1973. The largest number of employees in this group is found at the AI 5 level. Maximum rate of pay for this level is increased from \$14,613 to \$15,490 as of October 1, 1971, to \$16,342 on July 1, 1972, to \$17,159 on April 1, 1973, and to \$18,618 on October 1, 1973.

Air traffic controllers received a lump sum payment of \$555 in lieu of retroactive adjustment in salaries for the period from October 1, 1971, to March 31, 1972. Hours of work for air traffic controllers will be reduced to 35 hours per week from 36 effective July 1, 1972, and to 34 hours on July 1, 1973.

Employees in the Air Traffic Control Group now will receive four weeks vacation leave after 10 years (it was previously 12 years) and five weeks after 30 years. The employer has agreed to reimburse employees in the Group for medical fees incurred in obtaining an annual medical examination as required to maintain an air traffic controller's licence. The collective agreement incorporates an arbitration award on wages and hours of work handed down March 10 by Prof. Noel Hall and articles agreed to by the parties during negotiations.



■ McGill University now has a Fringe Benefit Study Centre. Three seminars, two in French and one in English, have been held up till now. The importance of fringe benefits is obvious from the following figures: in 1968, according to Statistics Canada, the average cost of fringe benefits for each worker in the manufacturing industries was estimated at \$1,153, that is, 23.4 per cent of the basic wages and 19 per cent of the wage cost of production workers. The importance of fringe benefits has been increasing since 1947. They are now said to represent 30 per cent of the wage bill.

The idea of creating a Fringe Benefit Study Centre was originated by James Brodie, a Toronto business administration professor. In 1970, he created, at Humber College, the Centre for Continuing Studies in Employee Benefits and called upon a few Québec personalities to be part of the Advisory Board, who later decided to create a centre in Montreal.

Affiliated to the Industrial Relations Centre of McGill University, the fringe benefit centre has access to the general services of the latter and to the University's labour agreements data bank (LG 1970, p. 691). The Centre's directors, besides organizing courses designed for specialists who can immediately apply them in their sphere of activity, wish to equip it with a research department for the use of governments and private enterprise.

■ Combined expenditures for hospital care, physicians, dentists and prescribed drugs in Canada in 1970 reached an estimated \$4,387,000,000, a national per capita expenditure of \$205. This information is contained in a report on expenditures on personal health care in Canada, 1960 to 1970. Issued by the Research and Statistics Directorate of the Department of National Health and Welfare, the report concerns only those four principal components of personal health care, representing at least 90 per cent of all funds spent on the direct provision of health services to Canadian individuals. Annual percentage increases in those expenditures, the report states, were never below eight per cent between 1960 and 1970. As a percentage of the gross national product at market prices, their total rose from 3.8 per cent in 1960 to 5.2 per cent in 1970.

■ The Manpower and Immigration Department's components of the Special Employment Program, implemented last October, created employment or training for 69,000 persons by mid-February, says the Department. The breakdown: Local Initiatives Program—56,000 persons; Canada Manpower Training-On-The-Job Program—6,000; and Canada Manpower Training Program (supplementary)—7,000. A mid-March survey estimated that 104,500 persons had been assisted, a one-month increase of 35,500, under these special programs.

■ New methods for the occupational training of unemployed workers are currently being demonstrated in Canadian centres. More than 500 trainees are participating in 19 projects established jointly by the Department of Manpower and Immigration and departments of education in Newfoundland, Prince Edward Island, Nova Scotia, New Brunswick, Manitoba, Saskatchewan, Alberta and the Northwest Territories. The purpose of the demonstration projects is to test, in an actual training context, the successful teaching techniques developed by the Saskatchewan and Nova Scotia NewStart Corporations in their work with disadvantaged adults over the past five years. The methods that prove useful in training the unemployed in the demonstration projects may be used in regular Canada Manpower Training courses.

The NewStart training methods being used in the demonstration projects include: individualized instruction that allows each adult to follow his personal program and progress through training at his own pace; continuous entry to and exit from training in accordance with the individual's progress and needs; the involvement of teaching assistants; basic literacy training; and the combination of academic upgrading with the development of skills to deal with problems encountered in everyday life. The 19 demonstration projects are administered by the provinces concerned and funded by the Department of Manpower and Immigration. All trainees are referred to courses by Canada Manpower Centres, according to the normal selection criteria of the Canada Manpower Training Program.

■ The Québec Labour and Manpower Advisory Board has published an annotated list of 80 names of persons experienced in labour relations and considered qualified to serve as grievance arbitrators. The list is published annually. Numerous complaints are heard regularly about the unacceptable delays of some arbitrators in rendering their awards. To speed up the procedure, the Board has added a new criterion to those it had already set for the selection of grievance arbitrators: that the awards be rendered within 60 days after the appointment of the arbitrator or, as the case may be, of the

chairman of the arbitration board. This system, introduced in 1970 by the Board, relies on six criteria according to which the arbitrators are assessed. Since December 1969, a Québec law prohibits Judges from acting as grievance arbitrators. This annotated list is in force until December 31, 1972. The 1970 list, the first to be submitted to the Minister of Labour and Manpower for Québec, included 42 names; that of 1971, 72 names.

**The Treasury Board announced in March the signing of a collective agreement with the International Brotherhood of Electrical Workers covering some 2,100 electronics technicians employed by the federal Government.** The agreement, which covers a 25-month period from July 1, 1971, to July 29, 1973, provides salary increases amounting to 15.1 per cent at the largest level of the group, the EL 4 level. Salary increases for other levels in the Electronics Group vary between 13.98 per cent to 22.7 per cent.

The electronics technicians are responsible for the maintenance and repair of a wide range of electronic equipment in the Ministry of Transport, the Department of National Defence, the Department of Communications, the Department of External Affairs and a number of other government departments. A series of rotating strikes preceded the agreement.

**A Labour Hall of Fame is being planned by four Buffalo, New York, union leaders.** The four are establishing a non-profit foundation and the Labour Hall of Fame Council. Each year, a number of important labour statesmen who have made major and outstanding contributions to the labour movement will be inducted into the Hall of Fame. An annual celebration will be held during the Labour Day weekend. This will include formal induction of members into the Hall and a series of sports activities and other events.

**Thirty trade unionists in the Atlantic Region returned to the text books at the Atlantic Region Labour Education Centre in Antigonish during March.** The school was made possible through a recommendation of the Atlantic Development Council and is operated with funds from the Department of Regional Economic Expansion.

Paul LePage, President of the New Brunswick Federation of Labour, and John Lynk, President of the Nova Scotia Federation of Labour, who are members of the Atlantic Development Council, serve on the Board of Directors of the Centre. Rev. George Topshee heads the

administration. Harold Stafford, Saint John, Regional Director of Education for the Canadian Labour Congress, Walter Critchley, President of the Newfoundland Federation of Labour, and William Nearing, President of the Prince Edward Island Federation of Labour, are other directors of the centre.

Courses include: Union Organization and Structure in Canada, Leadership Dynamics, Social Role of Trade Unionism, Atlantic Economy, Trends in Collective Bargaining, and Understanding Community Organization. The workers' lost wages and room and board are paid by the Centre. It is expected four such sessions will be held each year, thus affording many trade unionists an opportunity to learn how they can make a greater contribution to their fellow workers and the community in which they live.

**An additional \$30 million was allocated to the Canada Manpower Training-on-the-Job Program in March.** Originally, \$20 million had been allocated for the program. In making the announcement, Manpower and Immigration Minister Mackasey said, "I am pleased to report that the response to the program by the Canadian business community has been excellent. The department has already received many more applications that meet the basic criteria than could have been approved with available funds. These applications will now consume most of the new allocation." Mr. Mackasey said he hoped that the success of the program would lead to the establishment of a similar program within the framework of the department's regular Canada Manpower Training Program. He added that, by the end of February, proposals amounting to a federal cost of \$22 million had received approval, providing training-on-the-job for 17,304 trainees. They will work an average of 18 weeks and receive a weekly wage averaging \$70.

**More than 47,000 students, an increase of 6.2 per cent over 1970, were employed in the summer of 1971 by 1,465 Canadian Chamber of Commerce member firms surveyed recently.** The survey by the Department of Manpower and Immigration showed that post-secondary school students accounted for more than 29,000 placements, an increase of 9.7 per cent over 1970. Almost 18,000 secondary students were employed, an increase of 1.1 per cent. The Canadian Chamber objective in its "Operation Placement" program for students was five per cent of regular staff employed by member firms. The Manpower and Immigration survey shows that the Chamber exceeded its objective, with student hirings averaging 5.4 per cent of total employment.



## 50 years ago

A drop of 60,000 in union membership in Canada was reported in the 11th annual report on Labour Organization in Canada, said the Labour Gazette of June 1922. Other topics reported in the issue were: new Canadian immigration regulations; a Québec court decision; instruction for pulp and paper workers; oriental membership in the International Seamen's Union; French pension plans; and the recruitment of English boys by Australia.

■ **The 11th annual report on Labour Organization in Canada, covering the year 1921, showed that trade union membership dropped by more than 60,000 from 1920.** Two reasons were given for this heavy loss: unemployment hindered many former union members from continuing their membership; and many workers who had joined unions during the war to share the benefits of collective bargaining dropped out later rather than pay union dues. Between 1916 and 1919, membership grew from 160,407 to 378,047 but fell to 313,320 in 1921.

The heaviest losses during the year were borne by the international organizations, showing a decline of 44,341 members. The internationals had a total membership of 222,896 in 1921; non-internationals had 24,480; independent, 15,655; National and Catholic, 45,000; and the One Big Union, 5,300. Unions of railroad employees made up 26.22 per cent of the total union membership in Canada, followed by the building trades at 9.78 per cent; other transportation unions at 8.75 per cent; and public employees, personal service and amusement trades at 7.94 per cent.

■ **New immigration regulations were issued by the Department of Immigration and Colonization, replacing the money qualification for most with an occupational qualification.** Preference was to be given to immigrants from Britain and "any self-governing British Dominion," and to agricultural and domestic workers. Asiatic immigrants, except those arriving from a country with which Canada had a special treaty, were required to have \$250 in their possession on landing.

■ **The Superior Court of Québec decided in favour of an employee in an accident case.** The workman who brought the action was in charge of a lathe machine and was struck in the right eye by a steel filing, which caused

the loss of the eye. He asked for \$5,000 on the following grounds: use of wrong and improper machine; workmen should have been provided with goggles and forced to wear them; and the machine should have been provided with a guarding apparatus. The Court said "It is the duty of the employer to protect the workman by all means not only necessary but possible to avoid an accident. He must issue orders to that end and see that they are strictly obeyed."

■ **Facilities were set up in Canada and the United States for the technical instruction of workers in pulp and paper mills.** The sum of \$40,000 was raised by the American Pulp and Paper Association and the Canadian Pulp and Paper Association to publish suitable textbooks. Five volumes were produced and were revised by an editorial board in order to adapt them for use in correspondence courses. At least five paper-mill towns in Canada were conducting or planning classes in which the texts were used. Several Canadian companies helped their men to purchase the books on the installment plan.

■ **Japanese and Chinese seamen were admitted into the membership of the International Seamen's Union of America and its affiliated organizations,** which established branch unions in the principal seaports of China and Japan. This was the first time in the history of the American labour movement that a union chartered by the American Federation of Labour admitted Orientals, although such workers had repeatedly applied for membership.

■ **A typical company pension plan in France was described in the issue.** The aim of the plan was to encourage long service and thrift. Contributions from the workmen were based on their yearly wages, the minimum contribution of the employees being 1 per cent. The company contributed an equal amount during the first 10 years of the employee's service. During the next 10 years, the employers contributed 1.5 per cent, and after 20 years, 2 per cent. If an employee contributed more than the minimum, the employers increased their proportion. Heads of families with four children under 14 paid only half their normal contributions, the company making up the rest; and those with five children made no payment at all.

■ **The Australian Government initiated a program to recruit 6,000 English boys** between the ages of 15 and 18 for apprenticeship to South Australian farmers. The boys were needed to replace Australian soldiers killed during the war. Each boy was to be paid four shillings a week, the remainder of his earnings to be placed in trust at 4.5 per cent interest until he was 21. This amount was to assist him in becoming an independent farmer.

# Labour code amendments

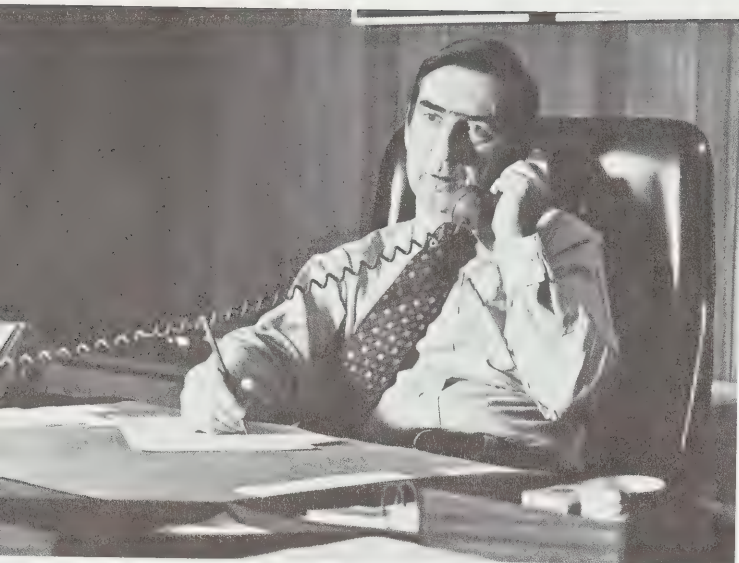
Canada's social and economic objectives can only be met if our industrial relations system can accommodate rapid and continuing changes in our society, Labour Minister Martin O'Connell said in a statement issued in the Commons on March 27. The Minister had just presented for first reading the Act to Amend the Canada Labour Code (Part V—Industrial Relations).

Those portions of the predecessor Bill that aroused the most employer concern dealt with technological change, and were rewritten. Under the revised Bill, employers who have negotiated with unions on technological change will not be affected by that portion of the Bill.

"In considering the impact of technological change, the Government was faced with two seemingly conflicting goals," Labour Minister O'Connell said. "On the one hand, the necessity of encouraging change to reach our social and economic goals and, on the other hand, the desire to minimize the social and economic dislocation to employees caused by such change." In studying the options open, the Bill seemed to be the best solution, he said.

The Minister made it quite clear that the technological change provisions would not apply to existing collective agreements, but only to those made after the Bill came into force. The provisions would not apply in the following circumstances: where the employer has given notice in writing of the technological change during the open period; where the collective agreement sets out procedures by which the effects of a technological





Martin O'Connell

change may be negotiated and settled; and where provisions are contained in the collective agreement to assist employees affected by technological change.

Notable also was the absence of the provision that had attempted to clarify the legal position on picketing. This provision, which had appeared in the predecessor Bill, was unacceptable to both labour and management.

The new Bill contains a preamble that reaffirms the Government's desire to support labour and management in developing good relations and constructive collective bargaining practices. Another change in the new bill deals with voluntary revocable checkoff of union dues. An employee may give notice to his employer revoking an authorization given to deduct union dues from his pay unless he is bound by a collective agreement that contains provisions for the payment of union dues or amounts in lieu of union dues.

**The following is a summary of other provisions originally contained in Bill C-253 that remain the same.**

The Bill includes provisions that require an employer to whom the technological change provisions apply to give the bargaining agent(s) concerned a 90-day notice of

technological change where the change affects a significant number of employees. In defined circumstances an agent would be empowered, during the term of an agreement, to negotiate about provisions designed to assist employees in adjusting to the effects of a technological change, with the ultimate right to strike in the event that an agreement could not be reached.

In order to exercise this power, the union would have to obtain from the Labour Relations Board leave to serve notice to bargain. The Board would be authorized to grant such leave only if it was satisfied that the change in question was likely to have substantial and adverse effects on conditions or security of employment of a significant number of employees.

The Bill would make bargaining rights available to professional employees, subject to a statutory expression of preference for separate bargaining units. It would also make such rights available to owner-operators of trucks and to fishermen engaged on a "share-of-the-catch" basis, when such individuals are in a position of economic dependency.

The Labour Relations Board would have discretion to include in a bargaining unit employees whose duties include the supervision of other employees. Those supervisory personnel who perform managerial functions, or are employed in a confidential capacity in matters relating to industrial relations, however, would continue to be excluded from the definition of "employee."

It is proposed that the Labour Relations Board be reconstituted as a full-time body with a chairman, a vice-chairman and four members. The size of the Board could be increased, if the need should arise, by the addition of another vice-chairman and up to four more members. The Board would have substantial new responsibilities.

Present unfair practice provisions would be strengthened and extended to offer additional protection for employers and trade union members. There is no re-

restriction on forms of union security—and there is provision for the voluntary revocable checkoff as a minimum standard—but the individual employee would be protected against loss of employment because of a suspension or withdrawal of union membership for any reason other than a failure to pay dues. The discriminatory application of union membership or disciplinary standards would be prohibited.

It is also proposed that employees would be protected against disciplinary action by an employer should they refuse to do the work of other employees who are lawfully on strike. Responsibility for adjudication of unfair practice complaints would be transferred from the courts to the Labour Relations Board. The Board would be empowered to issue prohibitory and compliance orders and to order reinstatement and payment of compensation for lost pay. It would not be empowered to award damages in the ordinary sense or to levy fines. Illegal strikes and lockouts would remain, as at present, a subject for prosecution in the courts.

A union seeking certification for a unit without a bargaining agent would be entitled to a representation vote if it could demonstrate membership support of between 35 and 50 per cent. The results of a vote would be determined on the basis of a majority of employees actually voting. A union seeking to displace an existing bargaining agent would still have to claim majority support at the time of application.

There are provisions designed to put bargaining rights acquired by voluntary recognition and those acquired by certification on an equal footing. These provisions also offer protection against abuse of rights granted voluntarily. A union acquiring rights in this manner would be subject to challenge, for a one-year period, on grounds that it lacks majority support. There are also provisions designed to carry over bargaining rights when unions are merged or a business is sold and when an agency of the federal Government is transferred from the Public Service to become or form part of a Crown corporation covered by the Bill.

The Bill proposes that the Minister of Labour be given a wider choice of dispute settlement instruments. In a particular dispute, the Minister would be authorized to

take no action, or to use a conciliation officer, conciliation commissioner or conciliation board. If he appointed a conciliation officer and the officer was unable to effect settlement, the Minister could decide, as the circumstances dictate, to take no further action or to appoint either a conciliation commissioner or a conciliation board.

Conciliation commissioners and conciliation boards would have equivalent powers and, if unable to effect settlements, would be expected to make reports containing findings and recommendations. The right to strike or lock out would come into effect seven days after the Minister had stated his intention to take no action or no further action, or after the report of a conciliation commissioner or board had been received by the Minister. The Minister may, at any time, appoint a mediator to assist the parties, but the intervention would in no way affect timing of the right to strike or lockout.

The lawful right to strike or lockout can only be withdrawn by Parliament. Such action, though rarely taken, is a necessary ultimate protection of the national interest. A further safeguard of the national interest is necessary in the event that a serious strike or lockout is threatened at a time when Parliament has been dissolved for an election. In this circumstance, the Bill would enable the Governor in Council to postpone until after the election the date on which the work stoppage would normally become legal.

Under the existing law, every collective agreement must contain a provision for final settlement, without stoppage of work, of all unresolved differences about the interpretation or application of a collective agreement. The Act, however, is silent on the specific role of the arbitrator. It is proposed that the role of the arbitrator be defined and strengthened; that his jurisdiction be protected from excessive judicial review; that his awards be ultimately enforceable as orders of the Federal Court. Among other things, the arbitrator would be given a specific capacity to review remedies and to substitute penalties in disciplinary cases where specific penalties are not set out in the collective agreement.



# The person in the system

by Harry J. Waisglass

**An industrial relations or collective bargaining system has little, if any, purpose or meaning unless it serves the human needs and aspirations of the persons within that system.** The human, economic and social goals and problems of an industrial system are inextricably intertwined with the goals and problems of a whole society. Consequently, research findings that add to our knowledge and understanding of the impact of the industrial relations system on workers as persons are critical for both industrial relations and social policies.

Goals intended to achieve personal satisfaction, dignity, recognition, responsibility, self-actualization, self-respect, and the enjoyment of work achievements and friendly relationships on the job, are just as important and necessary as goals intended to achieve economic and technological progress.

Researchers in organizational behaviour and personnel relations have given a great deal of attention in recent years in an attempt to discover how human needs can be harnessed to achieve organizational objectives. They are still in the very early stages of identifying, understanding and measuring the large number of variables that influence the attitudes, motivations and behaviour of workers. What has become increasingly clear is that technology, culture, organizational structures, management styles, and personalities are among the key variables. Many attempts have also been made to develop theories that will explain the effects of these factors—but considerably more work must be done to develop a sound and tested general theory that will explain in a systematic way the interrelationships among these complex variables. Only by continually exploring these areas will we be able to discover how to obtain the kind of human development and behaviour in industry that will enrich the quality of life.

I have said that behavioural research has been oriented toward discovery of a motivational device that will harness human needs to organizational objectives. That goal is not good enough. **Behavioural research must concern itself chiefly with the development of methods by which industry and technology can be adapted to serve and to satisfy—equally and simultaneously—the non-economic as well as the economic needs of workers.**

There is mounting evidence to support the view that progress in the economic, scientific and technological spheres has been advancing at rapid rates—but at considerable human and social cost, or with comparatively little human and social progress. In the testing times we face, our human values and social institutions are being challenged, and we seem to be confronting the threats to their survival with a progressively shaken confidence.

Businesses and unions, as well as other organizations, are having to cope with members who are constantly expressing their discontent, disenchantment, disillusionment and disappointment in rebellions, rejections, disruptions, abstentions and simple opting-out. At the same time, these organizations are grappling with the challenge of adapting to “bigness”—of being pulled toward large-scale, complex, many-sided, geographically widespread operations (both national and supranational) characterized by highly sophisticated technology and financial techniques.

The resulting tendency seems to be a strengthening and entrenchment of bureaucracy, the traditional form of industrial organization, with its impersonal and depersonalizing features becoming more inevitable and intransigent: **an impersonal, functional division of labour; a depersonalized hierarchy of authority; a technical system of procedures for laying out the work requirements; impersonal relations in the work situation; and a formulated, documented code of rules governing the rights, duties and conduct of employees.**

Nevertheless, there are also signs that, under severe stresses, the bureaucratic norms break down, producing disorder when they fail to make the necessary concessions, accommodations, compromises and adaptations. But unfortunately the bureaucratic system seems largely immutable, and incapable of producing significant inventions in social organization.

Hopefully, further research would produce some new social inventions by bringing some new intelligence to bear on the nature and causes of alienation and anomie in our industrial system. Unfortunately, our society is

failing woefully to provide the necessary resources for social science to resolve the crises of our times. And our social scientists have been failing society. They have so far proved inadequate to the challenges we face. They have failed to communicate effectively with the policy makers and practitioners. The social sciences have neither competed nor collaborated with the physical sciences successfully in areas of public and private policy.

A useful measure of the quality of any industrial relations system is the extent and intensity of alienation among the persons participating in the system. Therefore, the hypothesis that some systems produce more alienation than others requires serious, diligent and persistent investigation.

(Harry Waisglass has been Director-General of Research and Development for the Canada Department of Labour since the beginning of 1968. Previously, he served as Research Consultant to the Special Planning Secretariat, Privy Council Office. He had also been Research Director, Canada, for the United Steelworkers of America; and Education and Research Director, Canada, for the Amalgamated Clothing Workers of America.

(The foregoing paper was delivered by Mr. Waisglass to a symposium on "Technology and Social Change" held at Loyola College, Montreal, in March. The opinions expressed in the paper are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)



Harry Waisglass



# Stretching the worker's pay

## Through cheaper legal assistance

by Eric Mallong

Most of the talk about law reform in this country hasn't touched the basic problem in our legal system—its cost. It has become fashionable for law students and lawyers to go to conferences and wring their hands about the hoary old procedures that need to be changed, and to proclaim the profession's discovery of "social responsibility." But they don't talk about charging people hundreds of dollars for simple jobs that are often handled by their stenographers or \$100-a-week students.

They don't admit that perhaps half the work they do at \$50 an hour could be done by the client on his own as easily as he might build a backyard fence or fix a leaky faucet. If someone showed them how, ordinary working people on modest incomes could make their own wills, buy their houses, and fight their traffic tickets without ever going near a lawyer. But they don't know, because the law and its procedures are shrouded in mysteries to be unravelled only by lawyers for a fee set by the law societies.

Lawyers will never reform the legal system. Asking them to do so is as futile as recruiting drunks to police the taverns. We have given them powers to set their fees in collusion, police their members, and keep the most basic information about the law in their own tight little club. It's a racket. Carpenters or plumbers would have the police on their doorsteps if they tried it. The lawyers have a good thing going, and they won't give it up without a fight.

Law reform must start with legislators and legislative measures to break the monopoly powers held by provincial law societies. People must have access to the law at a reasonable price, whether they pay lawyers out of their own pockets or through taxes to support legal-aid plans.

Information would be a start. If Justice Minister Otto Lang and all the provincial attorneys general really want law reform in this country, **they should put out 25 or 30 pamphlets explaining the law to people and telling them how to do simple things on their own without having to go to a lawyer.** Every department in the federal Government except Justice churns out information—everything from road maps to food rules to fishing for fun or profit. The Government tells us how to stop pollution at the cottage, and it shows farmers how to make the egg business pay. The Department of National Revenue has amazing confidence in our ability to follow their little pamphlet and fill out complicated tax forms.

But there is never any information from Justice. And Manitoba's Law Society seems to be the only one in Canada printing brochures that explain simple concepts in the law and tell people their rights—preventive law.

When I was a reporter at the Ontario Legislature, I wrote a series of feature stories for **The Toronto Star** about the province's landlord-tenant act. I went to the deputy attorney general to get some details about the new law: What are people's rights? Where should they

go with their complaints? He refused to give detailed information to our readers, and said that people with problems certainly should not call his department, because the Government didn't want to infringe on the lawyers' right to make a living. This I find ludicrous. The Ontario Government was refusing to tell people about their own laws because it would offend the lawyers. Explanations are the lawyers' business.

The head of Britain's Law Commission, Sir Leslie Scarman, has a succinct description of the situation: "The lawyer has succeeded the priest in his control of the secrets of the law, and shelves upon which those secrets have been concealed have been as inaccessible as the altar guarded by the priests in primitive times."

Two years ago, when I was negotiating to buy a used sailboat, I wanted to make sure that the person selling it actually owned the boat before I gave him the cash. I talked to a lawyer who is a close friend, and in about two minutes he told me exactly how to find out if the deal was sound. On his advice, I made three searches the next morning in offices near Toronto City Hall and confirmed that no liens were registered against the boat. It took me an hour—and it cost me \$3! Several lawyers have told me since that they would have charged at least \$100 for that job. **Imagine the outrage if carpenters tried to charge \$100 for something that anyone could do in an hour!**

"We hide all the information," says Clayton Ruby, a 30-year-old Toronto lawyer who has dared to tell people some of their rights in a \$1.25 pocketbook called 'Law Law Law'. "You can buy a book on plumbing or painting or almost anything else, but you can't do it for the law because we have this nice little monopoly. It's a disgrace. Half a lawyer's work is just a matter of following rules," Ruby says. "There are no special skills. Anybody can do it if he knows the rules."

E. Patrick Hartt, head of the federal Law Reform Commission, and a Judge of the Ontario Supreme Court, agrees that people should have the information to tackle simple legal problems on their own. And he wants to simplify legal procedures so that it would be even easier for citizens to go to court on their own and conduct ordinary business without having to hire a lawyer.

The type of law that affects most people is "too costly and too complex," says Hartt, who was an outstanding criminal lawyer before he was appointed to the bench in 1966. "If a guy wants to stand up and defend himself in



Eric Malling

court, I think that's fine. And the judge should help him. **If the law has to be so complicated in relation to my basic freedoms that I can't deal with it on my own, then something has gone haywire.** If I have to go to a lawyer to sign a simple lease, then there is something the matter with the law."

Hartt urges lawyers to let some air in by putting information out. The good lawyers wouldn't lose any income because they will always be needed for important criminal cases, complicated business law, and "drawing up millionaires' wills."

Hartt's commission is obviously trying to clarify laws that have been written by lawyers for other lawyers to understand. But the Commission's influence won't be felt for years. In the meantime, justice departments should be pressured into publishing do-it-yourself pamphlets that could steer people through as many of the existing legal procedures as possible. They should be distributed in court houses, police stations and post offices in the same way that information on brushing teeth is handed out by schools and dentists' offices.

"How to buy a house" should be one of the first pamphlets. If you buy a house in Ontario, most lawyers will charge you 1¼ per cent of the purchase price for arranging the deal. They charge the person or company selling the house ¾ of 1 per cent. In total, lawyers take 2 per





cent of the purchase price and the person who is buying ends up paying it—up to \$600 for an average new home. The work is simple and usually done by a stenographer. In most provinces, anyone who can fill out his own income tax form could do the legal work involved in buying a house if he had basic instructions. In provinces where there would be any risk, the laws and procedures could easily be touched up to remove the difficulties in most circumstances.

Lawyers ordinarily charge \$500 to \$750 for an undefended divorce. But some in Toronto are now defying the County Law Association's tariff schedule, and for \$100 or \$150 they will discreetly tell people how they can get divorces on their own. They are not prompted

by pangs of conscience over charging people \$500 for a simple divorce job; they are feeling the competition from do-it-yourself divorce kits. But why should people be soaked even \$100—a week's pay for many—for simple information? It borders on extortion. The law and the courts belong to all of us—we pay the legislators and judges and janitors. The Government should tell us how we can make use of the system in cases where no special skill is required—and it certainly doesn't appear to be needed in undefended divorces.

One Supreme Court jurist told a **Toronto Star** reporter that he had handled 25 cases in which people had used divorce kits, and that only one had run into difficulty.



"I'm frankly surprised at how well prepared these people are to present their own cases," he admitted. "Some of them, in fact, are better prepared than some lawyers."

Small estates could be settled without high legal costs. People should be able to buy a used car or, as in my case, a boat in a private deal without hiring a lawyer. With some help from the court, people should be able to defend themselves against most highway traffic charges without paying a lawyer \$100 minimum to say a few words.

**Some people who can afford luxury would continue to pay the fees even if they were able to deal with the law on their own; but many more with modest incomes would side-step the profession.** I suspect that this would have the same effect on lawyers' fees as the do-it-yourself divorce kits—it would bring them down. And perhaps when a few farmers and salesmen try a bit of law on their own, they will realize that many of the legal bottlenecks and difficulties are kept in the system because they help lawyers get rich.

The book written by Ruby (and his colleague Paul Copeland) was a start. It has sold more than 20,000 copies. But it concentrates on relations between the police and the citizen rather than on the civil laws that most frequently affect families and are the bulk of a lawyer's work.

Hartt praises the book, which includes a section on what to do if a lawyer overcharges you; but Ruby admits that most lawyers are cool toward it. And why not? he asks. "They've been through the three main courses in law school: making money, counting money, and keeping it from the government."

Scattered information on the law for laymen is available now, but few people know that—and fewer still know how to find it. Also, people are quite naturally intimidated by courts, lawyers and convoluted legal documents. Only the government can make the information easily accessible, and give people the confidence to try to help themselves.

**Do-it-yourself law is no solution for the poor and uneducated, who will continue to need legal aid and neighborhood clinics with salaried lawyers to help them with their most basic problems.** But it can help the middle class, which is stung by government at one end and the professions at the other.

The federal Consumer and Corporate Affairs Department has recently started in Montreal, Toronto and Vancouver a test program in which civil servants will, for a nominal fee, help people mired in debt. Essentially they help to arrange a declaration of personal bankruptcy—a service for which lawyers charge between \$350 and \$700, an approach that is frighteningly like throwing water on a drowning man.

Justice Minister Otto Lang says that the proposal is "interesting," but "whether the Government should do it, as opposed to a private author, is a matter of taste and policy." He insists that fear of the legal profession wouldn't hold him back, but that he is cautious "because the good lawyer who could write the material has





real hesitation . . . there are so many pitfalls. The book or pamphlets would have to be marked 'dangerous, use at your own risk'. The glib generalization can be so harmful. Nevertheless, I agree that it's a very useful subject," Lang admits.

While he was Dean of the University of Saskatchewan Law School, Lang talked to farm groups about estate planning, and he advocated a junior branch of the profession to handle routine cases. He also wants a good high school text on the law. Lang's brother-in-law, Tony Merchant, has been more aggressive. Merchant, one of the Justice Minister's former students who is now a prosperous Regina lawyer, is host of a daily open-line radio show in which he gives listeners free advice on simple legal problems.

The benchers of the Law Society of Saskatchewan, the Brahmins, ordered him off the air this spring because they said his free advice was advertising that might hurt other lawyers' business. Merchant appealed to the province's highest court for an order prohibiting the benchers from interfering with his freedom of speech.

"I get a lot of poor people," he says. A good lawyer doesn't make any money from them at any time, "but you have to help them. I'm the first lawyer many people have run into whom they don't think is taking them."

Merchant had also criticized the Law Society for raising its fees, and then keeping the hikes secret. He broke the news on his show. "I suppose you could say I was using my position as a lawyer to hurt other lawyers," he admits, ". . . if telling the truth is hurting lawyers."

Merchant, reflecting the views of some other young lawyers, wants more government control over provincial law societies. **"They have powers that a trade union man with a wrench in his hand would never dream of having.** They dictate the requirements to get into the profession, fix prices without negotiating with anyone, and they can throw people out without leaving much recourse to the courts."

Merchant wonders also why lawyers' fees are going up when there is now a glut of new law graduates in Canada, many of whom can't find jobs.

In defence of their price-fixing and monopoly on information, the lawyers argue that their three years in law school entitle them to inordinate greed. They forget who paid for those three years. Taxpayers educate lawyers, doctors and dentists so that they will serve the public, not make big capitalists of themselves. The longer these professionals ignore that, the more likely it is that society will eventually demand that they be made public servants in the most literal sense.

Also, it doesn't take any more education to become a lawyer than it does to be a teacher with top qualifications, an economist or an academic. Although their jobs are often more important, few of them earn the \$26,000 average net income that Ontario lawyers reported last year. (The \$26,000 was the average income on which self-employed lawyers paid tax. One wonders how high that figure would be if lawyers were not so skilled in using every tax break.) The lawyers argue also that they charge high prices because they do quality work—guaranteed by the Bar Association.

Lawyers delude themselves when they smugly presume they are the architects of society. Sen. Daniel A. Lang, an influential Toronto lawyer whose firm is planning to provide free legal services to the poor, recently described lawyers as "the most selfish and conservative group in society."

That case has been made before. But governments—and particularly attorneys general, all of whom are lawyers—refuse to challenge this privileged pack. They should be pressed into a program to encourage do-it-yourself law—a modest reform that wouldn't shake society, or even threaten the lawyers' power. But it would be a step in the right direction, and would help eliminate some of the most costly feather-bedding in our economy. Nothing but government laziness or a contemptible devotion to vested interests is holding back reform.

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The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of **The Toronto Star** or of the Canada Department of Labour.)

# Stretching the worker's pay

## Through consumer protection

by David Tench

"Where Does the Money Go?" This was the title of an article that appeared in the ILO Panorama (No. 28, March-April 1968) on the importance of the ILO's efforts to standardize and improve surveys of household incomes and expenditures. The article referred to the "shopping basket" concept—the cost of paying for a certain collection of items selected to serve as indicators. But that is only a concept, a statistician's tool. What actually goes into the individual consumer's "shopping basket" is another matter. The manner in which it is filled will stretch or shrink his income. Household income and expenditure surveys are used in the compilation of price indices, and therefore often have a direct bearing on the determination of wages. But once a wage has been determined, it is up to the wage earner himself to make the most of his pay envelope, and that is where the consumer movement comes in. The following article, by the legal adviser to the Consumers' Association in Britain, tells us how it works.

The first issue of **Consumer Reports**, published in New York in May 1936, proclaimed: "It may still be necessary to remind workers that their standard of living depends not only on the number of dollars they earn each week, but also on the quantity and quality of the goods those dollars can buy . . . Fighting for higher wages is not enough. Workers must fight also for fair prices and good quality in the products they buy."

So began the world consumer "revolution," which, after spreading to many other parts of the world, is now experiencing a renaissance in the country where it began, the United States.

For the first few years of its existence, the American Consumers Union maintained a strong link with labour unions there. Its monthly magazine even went so far as to include a blacklist of products made by manufacturers who failed to recognize unions, or who indulged in unfair practices regarding their workers. Consumers were encouraged to boycott those products. Although the hopes of those who looked for a worker-consumer partnership faded after World War II, many people believe it should now be revived as a matter of urgency.

There are signs that this may be about to happen. In Britain—as in other countries—the trade unions have thrown their weight behind moves to improve legislation protecting the consumer. Individual unions, engrossed in other matters, may tend to leave the consumer movement to its own devices, but the General Council of the Trades Union Congress—particularly through its Women's Advisory Committee—have not failed to keep a close watch on developments affecting consumers. Representations to government committees on such questions as data-marking of foodstuffs, consumer credit, and the establishment of advice bureaux are a common occurrence; and there is every reason to believe that work of a similar nature will increasingly be undertaken by the various Trades Councils in their dealings with the local authorities.

### The movement spreads

**Consumer Reports** led the world in publishing the results of comparative tests, including brand names and adverse criticisms of products, where necessary. That first issue back in May 1936 included reports on breakfast cereals, stockings, soap, toothbrushes and lead in toys. Such reports are still the staple diet of consumer publications, although the techniques of testing have improved enormously over the years. The range of products covered continues to expand.

In 1956, a number of pioneers in Britain, inspired by the American approach, formed what is now Consumers' Association to publish brand-by-brand information on competing consumer durables. Some experts were skeptical about the prospects of success in the Britain. The English libel laws are notoriously tough, and there were many predictions of early disaster. Some felt it was un-British to publish in a magazine a brand-by-



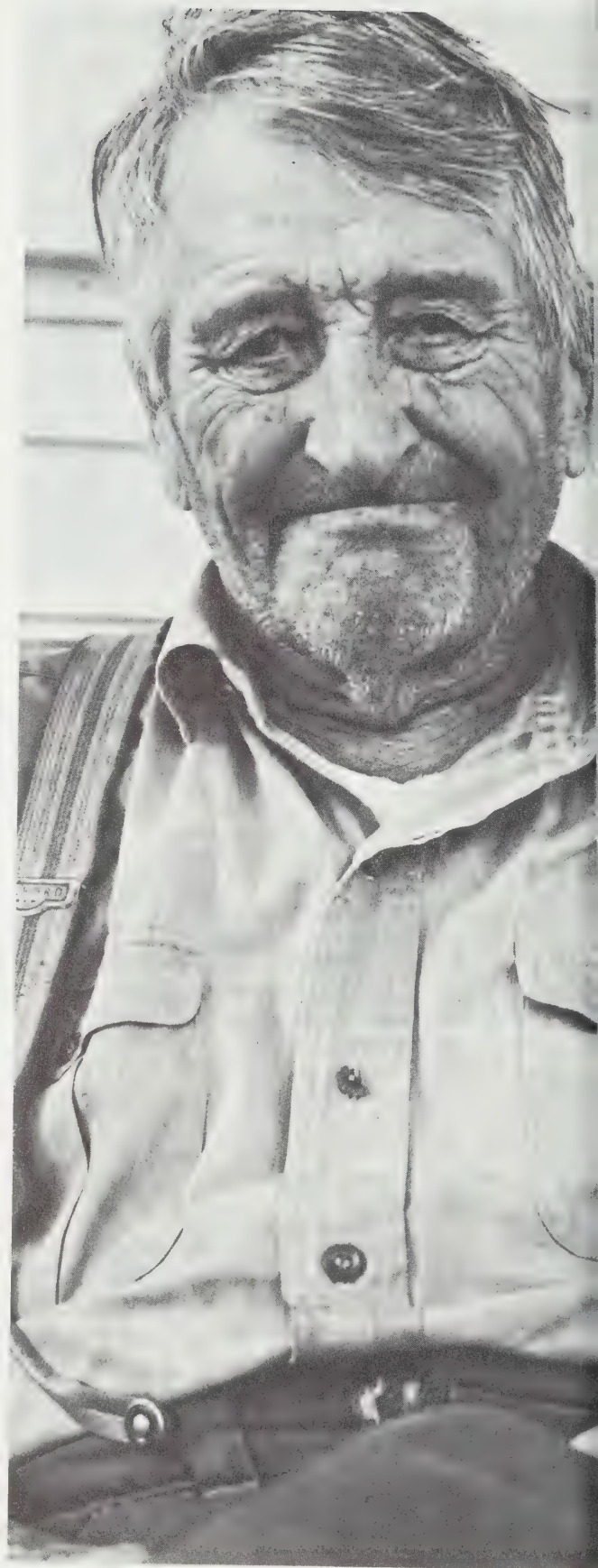
brand run-down of rival goods—not quite cricket. There were already many magazines that published articles dealing with branded products, but only one by one, and even then only on the basis of picking out the good features of each, the praise being tempered with only the mildest criticism. In the monthly journal **Which?**, published by the Consumers' Association, bromides were replaced by bombshells, hunches and impressions by solid research, testing and hard-hitting facts.

Yet **Which?** has rarely been troubled with libel suits. In the early days, manufacturers whose products were adversely mentioned in **Which?** frequently threatened court action. Nowadays this hardly ever happens. The journal's reputation for reliable and responsible testing and reporting is thoroughly established.

A few months before **Which?** got off the ground, another magazine called **Shoppers' Guide** began publication in Britain. This also published brand comparisons of consumer goods, and for a period the two magazines were operating in friendly rivalry. But **Shoppers' Guide** was not a success and ceased publication in May 1963. The failure of **Shoppers' Guide** was mainly due to the fact that it was, for most of its publishing life, indirectly financed by government and manufacturers through the British Standards Institute. Consumers in Britain, it seems, prefer information that is seen to be completely free from any possible suggestion of influence from governments or industrialists. **Which?** has gone from strength to strength since then, and now commands a circulation of over 600,000. It is an article of faith throughout the whole **Which?** organization that no money from industry, government or advertising is accepted, and that all finance is derived from subscribers only.

#### The Government in—and out

Following a recommendation made by a three-year inquiry into the whole question of consumer protection, the British Government set up a Consumer Council in 1963—just as **Shoppers' Guide** was folding. For seven years the government-financed Consumer Council and the independent Consumers' Association jointly carried the banner in advancing the cause of the British consumer. The government body was not authorized to engage in comparative testing, but it vigorously campaigned on issues of great significance to the consumer. For instance, it succeeded in establishing a star rating system for gasoline grades; this brought order into a



chaotic system of vague terms like "Economy" and "Super." It also played a major part in transforming the law as it applied to trade terminology, so that shops and manufacturers are now punishable in the courts if what they say on labels or in advertising turns out to be false or misleading.

In March 1971, however, the Consumer Council ceased to exist, the Government having withdrawn the grant that had been the Council's sole source of income. In practice, this meant that the Consumers' Association was left virtually alone to campaign for consumer protection in Britain.

Elsewhere the particular mix of private, government, industry or co-operative funds that finance the consumer movements varies greatly from country to country. In some, co-operatives are at the heart of consumer work, but in others, co-ops are regarded with some suspicion, on the ground that one organization cannot act as a producer or distributor, and at the same time purport to represent the consumer. In any case, the voice of the world consumer movement is the International Organization of Consumer Unions (IOCU), founded in 1960 by organizations from the U.S.A., Britain, Australia, The Netherlands and Belgium. Based in The Hague, the IOCU now comprises organizations in 31 countries, including Spain, Hungary, Japan and Yugoslavia.

### Canada shows the way

**Today, Canada is the only economically advanced country in the world to have a distinct government department with the word "consumer" in its title. The Minister of Consumer and Corporate Affairs has taken his job seriously, and his Department now commands the respect and envy of consumer organizations throughout the world. It has to its credit a Textile Labelling Act that requires fabrics to be identified with details of their composition and other relevant data.**

The Department of Consumer and Corporate Affairs also handles consumer complaints. Throughout Canada, the address "Box 99, Ottawa" is renowned as being the place to send details of any swindle, deception or disappointment suffered by the shopper. The address is publicized in newspapers, magazines and on TV, as well as in leaflets distributed by the Department for use by Canadian consumers. The man and the woman in the street have, by all reports, responded warmly to the creation of a government department specially designed for them.

Other countries fall short of what is happening in Canada. In Britain, for example, responsibility for consumer affairs at the government level is divided between three separate ministries. Foods are dealt with by the Ministry of Agriculture, Fisheries and Food; the pressures exerted by producers and distributors in the food business are felt there at least as strongly as those exerted by consumers. A similar situation prevails with regard to product safety, which is the responsibility of the Home Office. The Consumer Protection Act, which allows unsafe articles to be banned from shops, was passed 11 years ago, yet there are still only a handful of safety standards. Lastly, the Department of Trade and Industry handles the remainder of consumer affairs—weights and measures, labelling and advertising, credit law, and many other items. As its very title suggests, this body is much more interested in trade and industry, for which it has prime responsibility, than in consumers.

This is where the Canadian experiment is so valuable: it points the way to effective action in all countries. Indeed, at the biennial conference of IOCU in Austria in the summer of 1970, delegates from over 60 consumer organizations in every part of the globe resolved that each would press its government for establishment of a separate ministry at cabinet level exclusively devoted to consumer affairs. So far, none have followed the Canadian lead.

### World consumer revolution

The world consumer revolution is a phenomenon attributable to the acquisition by millions of ordinary people of the desire and the means to choose what they will buy with their earnings. In times gone by, all but a tiny minority had to struggle just to survive. Choice was inevitably limited by poverty and the narrow range of goods available to satisfy basic needs. A greater measure of affluence has given millions of people what Peter Goldman, Director of Britain's Consumers' Association, and currently President of IOCU, has called "discretionary purchasing power—the ability to use some of their money for what they would like to have, rather than what they must have." Addressing the Royal Society of Arts in London in 1969, he said: "Mass production, mass distribution, mass credit—these together





create the mass-consumption society; and after 1953 . . . such a society was seen to be swiftly maturing in Britain. No sooner was this so than it became apparent, as it had earlier become apparent in America, that the position of the consumer, though improving beyond all recognition in absolute terms, was actually worsening relatively to that of the trader."

The press, television and consumer magazines have been instrumental in focusing attention on consumer problems. But in spite of the millions of words produced annually, in one form or another, by way of consumer

information, only a start has yet been made. "Consumerism" is essentially a middle-class movement, and wage earners, with less to spend and so more to gain by consumer awareness, have yet to be fully awakened to the possibilities. When they catch on, the consumer revolution will have come to fulfilment. That is the challenge of consumer buying power in the 1970s.

### Standards in advertising

In recent years, advertising has been recognized by consumer organizations as the primary area requiring stricter controls. The millions poured out in advertising budgets by producers throughout the world have contrasted ludicrously with the sums spent on consumer information.

The first demand that the consumer makes of an advertisement is that, so far as it states facts, those facts should be truly stated. In Britain the great step forward in this area took place on November 30, 1968, when the Trade Descriptions Act took effect. This law forbids inaccurate statements of fact regarding most of the important features of goods that may be on sale. The responsibility for seeing that descriptions of goods are accurate, rests on both the manufacturer who describes his goods in advertising, labelling and elsewhere, and on the shop that stocks the product.

The particular virtue of the law is that it is vigorously enforced. Inspectors employed by local councils throughout the country diligently pursue cases of false or misleading advertising and, when such action is called for, bring offenders to court. Take an actual example. A manufacturer of cosmetics produced a leaflet that claimed that its hair-removing cream was "recently recommended by **Which?**" In fact, **Which?** had found that this particular cream was somewhat less effective than its competitors. **Which?** reported the matter to the local council in the place where the producer carried on business. The result was that the manufacturer of the hair-removing cream was prosecuted in court, convicted and fined £200. Of course, the deceptive leaflet was withdrawn as well.

### Second-hand cars

The greatest impact of the Trade Description Act in Britain has been in the second-hand car market. More cases have been brought to court regarding false mileage figures for second-hand cars than for any other single subject. Any buyer of a second-hand car wants to know how many miles the car has done. Often cars are

specifically advertised as having done so many miles. On other occasions, nothing is said by the salesman on the subject, and no advertisement or display notice refers to any mileage figure. All the same, the buyer looks at the dial inside the car, and assumes that the figure shown accurately records the true mileage the car has done. Either way, however, the law may step in, if it is found that the mileage figure is wrong.

It is not necessary to prove that the dealer was himself responsible for winding back the clock, although this, if established, makes the offence that much more serious. All that needs to be shown is that the car in fact had at some earlier stage in its career more miles recorded than it did when it was displayed for sale. This can usually be done by tracing a previous owner through the licensing register for cars, and requiring him to tell the court what the mileage was when he sold the car. The spate of convictions for this kind of offence confirms the impression that the mantle of the horse dealer as supreme trickster and king of the rogues has truly fallen upon a certain category of second-hand car dealers.

To a lesser extent, **the Trade Descriptions Act also covers services—for example repairs and servicing of equipment, transport and accommodation.** Among the worst offenders here are some travel agents specializing in packaged holidays. There have been successful prosecutions for travel brochures containing deceptive pictures of swimming pools not yet built or offering luxury accommodation that turned out to be primitive.

The difficulty in these cases lies in the fact that the 1968 law makes it necessary to prove that the inaccuracy in the holiday brochure was deliberate—that is, made knowingly, or at least recklessly. This contrasts markedly with the position concerning goods, where the trader is liable for false advertising or labelling, whether he knew of the error or not. (The trader can, however, escape conviction if he can prove that he took all reasonable steps to prevent the error, or that it was somebody else's fault.)

### Faked prices

The Act of 1968 deals also with prices, although not altogether comprehensively. The aim was to prevent false mark-downs—that is, claims that a price reduction applied to a particular product, when in reality there was no reduction at all, or not as much as was claimed. The commonest trick was to have the old (and imaginary) price crossed out, and the supposedly new price substituted for it, thus giving to the shopper the impression



that a bargain was being offered. The vice of spurious price reductions has been largely halted, thanks to the requirements of the new law.

In particular, during the summer and winter sales of stock, a great change has come about. Whereas up to 1968, a proportion of the purported price reductions displayed in a "Great Winter Sale" were often wholly illusory—applied (unknown to the consumer) to sub-standard stock brought in specially for the sale at a low price—now customers can much more readily believe in the claimed price reductions. Indeed, **the requirements of the new law are, for all their weaknesses, sufficiently stringent to make it exceptional nowadays to see, at sale time, examples of "double pricing"**—that is, the old price crossed out, with the sale price substituted. What is



much more common is a statement like: "Special purchase," or "Not up to our usual quality," with a single price alongside. One dodge that cannot be dealt with under the law is the claim that a product, advertised at a given price, is "worth" a higher figure. There are no standards as yet that can be applied to the question of whether a product is really worth the amount claimed for it.

In the first two years of operation of the 1968 Trade Descriptions Act, hundreds of cases were brought before the courts. But this is not the measure of its success. Much more important is the effect it has had on manufacturing, advertising and retailing practice. A new climate of candour and honesty prevails in trade throughout Britain. For the first time, consumers are beginning to rely on what they read and hear about the products they buy, and a large section of trade and industry are taking considerable pains to make the descriptions they give to their products as accurate as possible.

Accuracy of information is not, however, enough. What is stated may be wholly truthful, as far as it goes, and still not contain the information most critical to the consumer in making a choice between competing products. Manufacturers are, as a rule, robustly reluctant to display openly and without compulsion essential data about the composition, performance and safety of the things they sell. The public is conditioned to vague puffs: "Washes whitest of all," "For super performance," for example. As a result, people do not expect to find on packaging and in advertising the details that are really relevant to choice.

Even in so crucial a matter as quantity, there is painfully little helpful information given. **Consumer organizations in several countries are therefore campaigning for compulsory display on consumer goods of the cost per unit of measure of the goods on sale;** this they call, for short, "unit pricing." If the practice of stating unit price were universal, housewives would find it much easier to compare prices effectively, brand for brand. Take laundry soaps. In Britain, the only legal requirement is that the packets should state on the outside the quantity by weight of the soaps inside. Some people argue that this should be the volume rather than the weight; and yet others contend that the quantity of active washing ingredients is what is needed. But these arguments, valid in many cases, should follow the introduction of unit pricing, and are not in the least a reason for delaying its introduction.

Because there is no legal requirement about package size, or quantity of soaps, for example, the customer is bewildered by a variety of packages all filled differently. In each case, the weight of contents is given on the label—26 oz. perhaps, or 17 oz. But the housewife has no time to figure out the per-ounce cost. True, the smaller package of Brand X may cost less than the smaller package of Brand Y, but that is not what the housewife needs to know. What she needs to know is the unit price. This information is not generally provided, so the housewife acts on hunch and inclination, and hopes for the best. But if, on Brand X, there was a display card saying "Unit price: 30 cents per lb." and on Brand Y—"Cost per lb., 33 cents," she would know which was the cheaper.

### The scope of unit pricing

Unit pricing could be made to apply to thousands of items on sale in food shops. In Britain, the problem may not be as pressing as in other countries, because staple foods are in fact covered by a law that requires tea, coffee, sugar, rice, flour and several other common foods to be packaged only in special quantities or multiples of one pound. In this way, it is, in effect, already illegal for competing packages, looking more or less the same in size, to contain marginally different quantities. The housewife compares like with like, and knows where she is.

There is no doubt that packing to specified quantities is the best form of unit pricing. The problem arises wherein practical considerations may make it difficult to pack commodities in standard quantities. Laundry soaps fall into this category; so do biscuits, toothpastes and cosmetics. For these problem cases, unit pricing has to be achieved by giving manufacturers an alternative: either they must pack in standard quantities or there must be displayed at the shop the cost per unit. In this way, the housewife would be in a position to compare prices for corresponding quantities without the slightest difficulty.

This option system operates in the Federal Republic of Germany, and is effective. In the long run, consumer campaigners hope to see the concept of unit pricing extended to a complete range of consumer goods, where quantity is relevant to purchase: wallpaper, paper tissues, kitchen and toilet rolls, and other paper products, cooking oils, paint, string, carpets, any other floor coverings, and many more.

In the U.S., considerable progress has been made in adopting unit pricing, both in the field of legislation and in voluntary adoption of the principle. Supermarkets in the U.S. are beginning to make a virtue of displaying tables with competing commodities listed with price and with unit price. Most consumer commentators agree, however, that in the long run, unit pricing will be achieved only by compulsion through legislation.

### Information needed

There are many other important areas in which information is needed by the consumer. In the case of foods, for instance, most advanced countries have complicated and far-reaching laws about composition and labelling. There is constant pressure for these rules to be reviewed and tightened up. With Britain entering the European Common Market, efforts are now being directed toward harmonization of food standards. Governments and manufacturing interests have been more energetic in striving for similar standards than have consumer organizations in the countries concerned. Nevertheless, **efforts are now being made to set up effective consumer representation on a supranational basis to negotiate proposals on trading standards throughout the European Economic Community of the future.**



Meanwhile, consumer probing has moved more and more into the area of services. The woes of tourists misled by the promises of holiday brochures have now become a matter of acute concern; and a close look has been taken at the ministrations of certain car mechanics. The cost of borrowing money, and other aspects of credit law and practice, have also assumed great importance in recent years. Consumers are beginning to realize that it often pays the trader to sell goods and services on credit, and that his profits from what is, in effect, money-lending can far exceed the margins that would prevail if he were selling only for cash.

In Britain, a government committee spent two and a half years investigating consumer credit. Its report, published in March 1971, calls for such far-reaching reforms as: compulsory disclosure of true rates of interest; rationalization and harmonization of different forms of credit, and the appointment of a Consumer Credit Commissioner to supervise the industry. It may be years before the committee's recommendations are fully implemented, but they reveal at least an awareness of the extent of the problem.

There is, in fact, hardly an aspect of daily life in which a citizen does not fulfil the role of a consumer. So long as there is money in the pocket to be spent, so is there a consumer problem, either an obvious one, or one that is lurking just beneath the surface.

Governments have more than once yielded to the protests of powerful lobbies when the consumer cause was pleaded. This happens less than it used to, but much remains to be done. The political and market forces of the producer side are still extraordinarily strong, and the co-ordinated forces of consumers are still comparatively weak. But reforms are trickling through, and consumer organizations are vigilant and flourishing, in the manner of trade unions a generation ago. The age of the consumer may well be at hand.

(The above article was taken from the **ILO Panorama**, No. 49, fourth quarter, 1971. The opinions expressed in it are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)



## Legal humanism: one code of justice for all

**"There is a need for a continuing and searching criticism and analysis of our courts and our legal system," claims Finance Minister John Turner.** Speaking to the Council of the Canadian Bar Association at Montebello, Québec, the former justice minister declared that: confidence in the system must be re-established; delay and inefficiency must be remedied; laws and courts must be responsive to the personal problems of Canadians; and the idea that there is one "code of justice for the rich and another one for the poor" must be dissipated.

It is the poor who suffer most, Turner emphasized. It is they who are victimized when urban renewal arbitrarily disrupts a neighbourhood. "It is the poor who are hurt when the collectors garnishee wages. It is the poor who suffer when welfare agencies deny or terminate welfare

benefits on vague, inarticulated or clearly illegal grounds." Too often, the poor see the law not as a friend but as an enemy, not as a help but as an obstacle.

Turner congratulated the legal profession in Canada for the many positive steps it has taken, especially in the field of legal aid. "Too often the profession is asked to answer for a criticism that should, in fairness, be directed to the legislator."

The emphasis in the future must be on preventive law, Turner declared. As in preventive medicine, **"we should seek out the causes of a social ill, and treat the problem early before it becomes a cancerous growth that results in serious consequences.** How much easier it is to deal with a landlord-tenant problem than to sort out responsibility for physical violence that may erupt when a tenant has no other means of recourse."



John Turner

Turner went on to outline his objectives while he was Justice Minister: They were: To develop a more humanistic criminal law; to promote equality of access and treatment before the law for rich and poor, young and old; to redress the imbalance in the relationship between the individual and the state, with particular emphasis on the administrative process; and to harness technology in the service of the law, and to investigate the interaction between a technology that was becoming the dominant force in our society and the social ills that were resulting.

"With the help of some very dedicated officials in the Department of Justice, and with the co-operation of many members of the Canadian Bar Association, I believe that some progress has been made," Turner continued. He cited the changes in the criminal code, the

Bail Reform Act, the bill on electronic surveillance, and the second omnibus criminal code reform bill as examples of reform.

As well, the Expropriation Act, the Federal Court Act, the Statutory Instrument Act, and the Tax Review Board Act "will make it easier for the average citizen to deal with his government. No longer are the odds weighted as heavily in favour of the government and its administrative agencies; citizen and state are now on a more equal footing before the judicial process."

There is a dilemma facing the law and the legal profession, Turner noted. **"There is a general belief that, for every social ill, there must be a remedy in the law. If one cannot be found, there is disillusionment** based upon the gap between the expectation that individuals have of legal institutions and their ability to deliver a remedy. Law is seen as the saviour and the redeemer—every social ill can be cured by finding the right legal authority and the right court.

"If a man is poor, there must be a law that will result in his being lifted from poverty; if the environment is threatened, there must be a law that will stop the polluter; if violence or terrorism disturbs our security, there must be a law that will restore the calm and tranquility that was enjoyed in less turbulent times past. But we must not be deluded. We must not accept simplistic solutions. Those who believe that all of our social problems can be solved through the law fail to see the underlying causes, fail to recognize the magnitude and complexity of the issues before us.

**"Poverty is an economic and social issue, not at base a legal one.** Pollution and the environmental crisis give lawyers some fascinating arguments, but the root issue is really about how many dollars the average citizen and consumer is willing to pay for clean air and water. The legal framework that surrounds many current social problems should not act as a cocoon that prevents us from seeing and solving the underlying causative factors."

Turner concluded his address by saying that the law and the legal profession must work toward a better definition of their role in society. "We must move from our exclusive preserves and the characterization of problems they engender to a broader base of criteria and understanding. Only then can we hope to foster a genuine tolerance for the new; only then can we hope to bring about a real advance in social consciousness."





## An unenviable record

High unemployment, idle plants and machines, poverty, and a shortage of reasonably priced houses were the social and economic ills cited in a brief presented to the Government by the Canadian Labour Congress on March 6. Not unexpectedly, the greater part of the submission was devoted to unemployment. Calling 1971 "a year of disaster," the CLC singled out in particular the Atlantic Provinces and Québec, where unemployment was 34 per cent and 28 per cent higher than the national average.

"Your attention is also drawn to the plight of young Canadians, who are in a group where unemployment rates continued to be astronomically high, reaching a postwar peak of 11.5 per cent of those under 25 years of age," the brief stated. "During 1971, when the monthly aver-

age of unemployed totalled 552,000, 40 per cent (219,000) were unemployed over a period of four or more months." The Congress said that this was "an incredible phenomena that is rarely reported in the news media."

The brief stated that Canada has earned an unenviable record of having a higher level of unemployment during the past five years than other advanced industrial countries such as the United Kingdom, France, Italy, West Germany, Sweden, Japan and even, until recently, the United States. The reason for this, the CLC suggested, is that these countries have given top priority to full employment policies.

"In spite of a slight improvement in the seasonally adjusted unemployment rate over the last several months, the salient fact is that the current high level of unemployment continues to stem from the brutal and callous

policies implemented several years ago . . . Recent government statements attempting to explain the cause of the unemployment problem completely lack any credibility." **The overall participation rate for 1971 was 56.1 per cent, the CLC said, only very slightly above the 55.8 per cent registered in the previous year.** The female participation rate in Canada is still considerably lower than in most other comparable countries, and, at the same time, male participation rates have gradually declined over the years, from 85.1 per cent in 1946 to 76.1 per cent in 1971.

"We also reject the highly publicized statement that there are plenty of unfilled job vacancies that unemployed workers could fill if they so desired. The suggestion that if the unemployed were willing to accept a job offer of \$1.75 an hour instead of \$3.00, or if they were willing to move to another part of the country, they could get employment, can only be described as a gratuitous comment. It illustrates very little, if any, understanding or knowledge of labour markets across the country." The CLC pointed out that a statement by the Department of Manpower and Immigration had estimated that the total job vacancies, including temporary and part-time, were about 44,300, whereas more than 600,000 Canadians were unemployed.

"Many Canadian families will continue to suffer because of past policies," the brief declared, "probably the most inept, ill-advised and inhuman policies ever thrust upon any nation in modern times. Knowing that **this country for years has had a much more rapidly expanding labour force than any other advanced industrial nation**, your Government nevertheless persisted over a long period of time in pursuing the kind of policies which seemingly ignored this important labour force fact."

The 18,000-word submission urged an all-out governmental effort to promote full employment. It asked that the present rate of expansion not be held back because of unnecessary fears over price increases. The only criterion to observe was that they did not exceed, over a prolonged period, the rate of price increases in the principal countries with which Canada trades. With the economy still operating well below potential, excess general demand was not a problem, the brief stated.

All Canadians under income security programs, the CLC affirmed, should be fully protected against inflation. These recipients should not have to suffer an erosion of their purchasing power because of price in-

creases. "To date, your Government has refused to provide this protection. We now request you to incorporate in all federal income programs an escalation provision that would reflect increases in the consumer price index."

The CLC expressed concern that strong forces in the United States, including some within the trade union movement, were pushing hard to get the Hartke-Burke Bill through Congress. This would impose a restrictive quota on United States imports, including those from Canada.

Concerning the Canada-United States Automotive Agreement, the Government was urged to maintain the key safeguards of the 1965 pact. "We also urge you, again in the interests of protecting employment of Canadians in the auto industry, not to make any concession with respect to reported demands that the United States is insisting that individual Canadians be allowed to import new and used cars duty-free from the United States. The acceptance of such a policy might well weaken, if not destroy, our auto industry at its present stage of development."

The CLC said also that whereas it had previously welcomed the new Unemployment Insurance Act, some of its serious defects were beginning to show. Greatest dissatisfaction centred on the regulation that decreed that severance pay, vacation pay, and other monies received at the time of separation from employment had to be allocated as earnings before one was considered eligible for insurance. "This policy leads us to the conclusion that your Government intends to apply the means test philosophy to unemployment insurance, as it has done to other social legislation." Criticism was also directed at government action in depriving old age pensioners of the two-per-cent escalation clause. The CLC wanted this clause restored and increased to a figure more closely related to the cost of living index. The brief asked also that the pension be increased to \$100 a month and the age of eligibility lowered to 60 years.

The brief upbraided the Government for its present austerity drive to curb inflation, stating that the working poor were its first victims. The CLC said that **it had long supported the idea of a guaranteed annual income but it disagreed with the Senate Committee's suggestion that the guarantee be only 70 per cent of the established poverty line.** It pointed to the "disproportionate level of





unemployment" among Indians and Metis, stating that it "may be over 50 per cent in summer and 80 per cent in winter."

The CLC renewed its request for a modification of the Fair Wages and Hours of Labour Act "to extend the scope of what are recognized as proper wage standards." It asked that these not be restricted to the specific hourly rate, but should include fringe benefits.

The CLC strongly commended the Government for introducing proposals in Bill C-253, An Act to Amend the Canada Labour Code, that would give workers the right to bargain collectively on matters related to the economic and social effects of technological change. Under attack, however, was the section of the proposed Canada Labour Code limiting picketing rights of union members under federal jurisdiction. To restrict the right to protest to a selected group of workers would constitute discrimination of the rankest type, the brief stated.

"The subject of collective bargaining in the federal public service is very much in the news as of late, and recent events have served to remind us of the deficiencies in

the Public Service Staff Relations Act as it is presently constituted. The inadequacy of this Act is leading to unnecessarily drawn-out bargaining procedures between the federal Government and its employees, which, in turn, are creating serious problems," the brief declared. "We would hope that when the Bryden Committee recommendations are made known, they will lead to changes in the Act that will, in turn, allow improvement to be made in the climate of collective bargaining in the Public Service of Canada."

Anxiety was expressed over proposed changes in the structure of the Canada Labour Relations Board. The CLC had urged in a separate brief to the Government on Bill C-253 (LG, Feb., p. 74) that the tripartite nature of the Board be preserved.

Turning to the housing situation, the CLC said in their summary: "You will find that we express pleasure at a number of improvements, but, despite the encouraging increase in the production of public and other forms of

low-income housing units during the past three years, the number of families condemned to live in substandard housing is still appalling." With land costs continuing to be a major and increasingly costly component of housing, the brief added, there is more need than ever for a public program to acquire ownership of urban land, hold it in perpetuity and lease it. "We also again point out the possibilities of an expanded program of co-operative housing."

## Government's reply

Labour Minister Martin O'Connell attempted to allay CLC fears concerning Bill C-253, saying that the successor Bill C-253 was in an advanced stage (see p. 275). "Undoubtedly a major interest hinges on those sections that deal with technological change, and I want to reiterate **the Government's commitment to the proposal that technological change and its impact on employees is a fit subject for collective bargaining,**" the Minister declared. "All of us have an interest in seeing that the Canadian economy is unsurpassed by any, that we're right in the forefront of a modern, sophisticated economy, and this means absorbing technological change at a rapid pace. It is, in addition to that, an era of explosive technological change, and we want to build a legislative framework around it, as far as industrial relations is concerned, to cushion the impact of change on employees and regulate the technological change as much as possible in the bargaining process."

He promised that the Canada Labour Relations Board would not be turned into a rigid court, and that there would be consultations with respect to appointments to the Board. Management and labour, he believes, have so matured in their relationships that something in the nature of a public board will be acceptable and prove to be successful. He assured the CLC that the Government did not have strong commitments to the sections in the Bill on picketing, and "you may not see them again in the new Bill."

The CLC wanted fringe benefits included in federal contracts, and the Minister said that this matter was now under consideration. Referring to the Fair Wages and Hours of Labour Act, the Minister observed: "I

know how anxious you are to see a preamble in the Act and I know that you feel that organized labour in Canada has reached that level of acceptance that it ought to be recognized in a major federal statute. We trust that you will not be disappointed in that aspiration."

O'Connell told the CLC that the Government's top priority was the unemployment situation. "Please don't say that we're not concerned about unemployment." The Minister urged the CLC to believe that the Government was not taking a short-term ad hoc approach to youth programs and the employment needs of the native peoples. **"Look beyond appearances and see that the Government is trying to find new ways to employ people. You surely can appreciate the growth rates in this economy. No other country faces them.** We added more people in 15 years than were added to the labour forces of Great Britain, West Germany and Italy combined, and we shouldn't hide from this fact," he said.

Finance Minister John Turner said that there should be a job for every Canadian who seeks work, adding that the present level of unemployment is totally unacceptable. "Our most urgent and pressing task is to reduce substantially the level of unemployment without eroding the real incomes of working Canadians. I believe that we have already achieved in Canada a rate of new job creation that exceeds that, and handsomely, of any industrialized country in the world. At the same time we have an increase in the labour force in Canada that also exceeds that of any other industrialized country in the world." It is because of this equation that we are still experiencing unacceptable levels of unemployment, he said. "I believe that the remedy to this situation clearly lies in the maintenance of rates of real growth, which exceed the long-term trend level. I am happy to recognize that we have now achieved five successive quarters in which the rate of expansion in this country has exceeded that long-term needed projected growth."

Present policies, he continued, have been designed to cause the economy to continue to expand at a rate which will reduce unemployment. "In the mandate that the Prime Minister has now given me, I'll be looking at policies that stimulate economic growth but stimulate that growth in a way that will promote employment. From time to time we may disagree with the methods, but I hope that type of growth can bite into the currently unacceptable rate of unemployment."

Health and Welfare Minister John Munro commended the CLC for its help in developing a more adequate incomes security system and more adequate redistribution policies. "I would be interested in getting together with



the CLC, however, to see how you would reconcile the advocacy of a \$100 universal payment to our senior citizens and at the same time endorse the concept of a guaranteed annual income. To me the two views cannot be reconciled," he said. "If you pay \$100 to all our senior citizens irrespective of need, it would cost \$415 million a year. Raising it to \$100 for those who really need it is still not adequate. So you must be advocating some type of recovery (through the income tax system). If you are, then you're back to a guaranteed annual income, but you're setting a recommended level of \$100, which we are prepared to acknowledge is inadequate." People resent an added tax burden for social services, the Minister said, adding that if they implemented many of the other suggestions made by the CLC, it would cost many more hundreds of millions. There was now in the offing a controversial piece of legislation called The Family Incomes Security Payments Program that would go to those in the workforce with a marginal income and would cost taxpayers in the neighbourhood of \$800 million a year. **"We would welcome overt support from the labour movement toward the passage of this Bill."**

Speaking on behalf of Manpower Minister Bryce Mackasey, Parliamentary Secretary Ray Perrault drew attention to page 29 of the brief concerning Regulation 173 of the new Unemployment Insurance Act governing severance pay. "As you know, there are new concepts in the law, particularly with reference to the interruption of earnings, and the fact that rates of benefits are raised substantially," Perrault said. "To ignore the monies as requested by Congress would result in a situation where for a period following separation, an employee would receive the equivalent of his normal wage, in addition to unemployment insurance equalling 66⅔ per cent of his normal insurable earnings. The purpose of severance pay duplicates that of unemployment insurance in that it is paid to enable the displaced worker to maintain himself while seeking new employment." The Parliamentary Secretary assured the CLC, however, that their views were being reviewed very carefully, especially their belief that special employment circumstances required special regulations.

"As far as the reference to payment during periods of sickness is concerned, to our knowledge these plans have always been negotiated between employers and employee representatives, and such arrangements are in no way encouraged by the Commission or by the legis-

lation," Perrault said. "With reference to the two-week waiting period, we're concerned about the possible prohibitive costs that could possibly preclude the payment at the rates of benefit now provided and could make it impossible to pay the special benefits introduced by the 1971 Act."

The CLC had also voiced its disapproval of the delay in unemployment insurance payments. "In answer to this, you might be interested to know that **88 per cent of unemployment insurance claims are proceeding on schedule, 12 per cent were held up for further examination, and of this number, only 2 per cent were delayed through an error made by the Commission.** This is not good enough, we're trying to improve the record, but it's not a bad batting average."

External Affairs Minister Mitchell Sharp praised the CLC for dealing in "a very realistic way with the Canadian situation and foreign policy," but he wanted to correct one quite misleading impression the document had created. The brief stated that although the Government had pledged a total allocation of 1 per cent of the GNP for foreign aid, it had reached only approximately 50 per cent of that objective. "The percentage is actually .78 per cent," Mr. Sharp said. "We have made very substantial progress and I think that you and we share this desire to increase our contribution to the development of the world."

Minister of Corporate and Consumer Affairs Robert Andras said that he welcomed the reference in the brief to the Competition Bill. "I assure you that the revised Bill will be forthcoming," he said. "My predecessor tabled a draft Bill in the House in the last session stating quite clearly that he did not intend to proceed further and that the purpose was to permit wide distribution of the published Bill to invite response." To date, there have been more than 300 formal briefs and thousands of letters about the Bill. All of the recommendations are being analyzed and digested, the Minister said, and arrangements were being made for consultation with the provincial Governments and other interested parties.

Speaking on behalf of the Minister of Industry, Trade and Commerce, Parliamentary Secretary Bruce Howard told the CLC that the Government was still negotiating



with the U.S. on the Auto Pact. **"We do not intend to bargain away employment opportunities that are very important to Canada,"** he said, "but don't ask us to hang on to conditions in that agreement that don't mean anything. We are concerned with the most important thing and this is the maintenance of employment in Canada."

The CLC representation was "on the same wave length" regarding the number of new housing units needed, said Urban Affairs Minister Ronald Basford. "You call in terms of numbers for 250,000 housing units

this year. There is absolutely no doubt in my mind that over the period 1970-74 we will match or surpass the target of a million housing units for Canada." The Government also wanted easier access to housing for low-income groups such as senior citizens, the Metis or Indian people. "Those objectives and concerns are ours," he said. "I would like to respond in writing to your submissions. Your comments are timely and we look forward to pursuing them."



## Long-term planning needed

Welcoming government action to create short-term employment, the Canadian Railway Labour Association in its brief to the Government on March 6 urged the Government to attack the problem on a long-term basis. While using monetary and fiscal measures, the Government should continue to expand foreign markets for Canadian products. To do so, the CRLA urged the Government to investigate the possibility of Canada developing relations with one or more of the new trading blocks in the world. The one area they see as offering the greatest possibilities is the Far East. Another supplement to the monetary and fiscal policies would be to promote the investment in new and more efficient capital equipment by Canadian firms with priority given to equipment made in Canada. The above policies should be coupled with an active, long-run labour market policy and an "efficiently administered manpower policy."

The Association rejected the use of guidelines or wage and price controls. These policies deal with the symptoms of inflation rather than the problem. And a policy to control only certain segments of the economy ignores the issue of equity. "We maintain that, as far as possible, all laws and policies of a Canadian Government should be equitable to all segments of Canadian society. The adoption of a policy of guidelines would seriously undermine that principle."

A universal guaranteed annual income based upon the negative income tax principle was endorsed by the Association. The actual income guaranteed originally would be small and would be gradually raised. The income would "serve as an incentive for low-income persons to attempt to increase their incomes and better their standards of living." With incentives built into the program, the total amount of income tax revenues would rise, thus reducing the total cost of the program. And such a program, by replacing many current welfare programs, would simplify and reduce the administrative costs of governments.

The Association voiced strong support for the basic principles of Bill C-253 introduced in the last session of Parliament. The new Bill was introduced recently (see page

275.) The original Bill, said the CRLA, was a positive step by the Government to provide innovative leadership in the field of industrial relations. "It will not only improve current employer-employee relations, but also establish a rational approach to the solution of future problems in this area, especially with regard to technological change." Several changes, however, were asked for by the Association, one of them being that an expression of support for the principle of free collective bargaining be included in the Bill.

The National Transportation Policy does not go far enough toward meeting the needs of the Canadian public. The policy "should be directed, for example, toward the fullest use possible of Canadian transportation facilities in the movement of our natural resources to the points from which they will be exported." Such issues, the Association declared, should be dealt with on a national level, and not left with a provincial regulatory body or a provincial government.

**Economic viability is not a proper criterion for determining railway passenger transportation needs.** Economic criteria, said the Association, are important but should not be the overriding consideration in all cases. The National Transportation Act conflicts with current policy in two ways. The elimination of rail passenger service restricts the "public's ability to choose among different modes of transportation . . . and promotes the increased use of automobiles at the same time as the public and various levels of government are becoming concerned about the increasing costs of pollution, congestion, etc."

The Association urged the continuation of tolls on the St. Lawrence Seaway. "We do recommend that the tolls to be charged should be of discriminatory nature, being in favour of Canadian and United States flagships and against foreign flagships."

The Association commended the Government on the enactment of new unemployment insurance legislation. It did, however, express concern about the administration of the new Act and suggested several amendments to the Act: that the number of weeks of sickness benefits not be deducted from the number of weeks of UIC lay-off benefit to which an employee may be entitled; that union members not be disqualified from benefits unless it can be shown that they are directly involved in a work stoppage; and that the refusal to cross a picket line not disqualify a worker from benefits.

Despite the building of 230,000 housing units in 1971, "there is a critical housing shortage for the less affluent members of our society." More than half of the starts



last year were for rent, not for sale. And less than 16 per cent of all new houses for sale in 1970 were priced under \$20,000—the average was \$28,614—“and fewer than 7 per cent of Canadians can afford homes of that price.” Several ways to alleviate the problem, says the Association, are the creation of municipal land assembly projects to cut land costs; the shifting of education costs from municipalities; the earmarking of more mortgage money for low-cost housing; and the maintenance of existing housing through home-improvement loans.

On health care, the Association reiterated its call for the phasing-in of dental care, prescription drugs and optical services to the existing medical plans. The Association called also for the establishment of more community health centres.

On pensions, the Association asked for an amendment to the Pension Benefits Standards Act requiring an elected representative of unionized employees to be part of the administration of pension trust funds and the full disclosure of the financial aspects of private plans for use by unions during negotiations with their employers. The Association called also for early retirement benefits starting at age 60 under the Canada Pension Plan. And they asked that a minimum escalator clause be required for all pension plans and that the 2 per cent ceiling on adjustments to earnings under the Canada Pension plan be removed and equal the increase in the cost of living as shown by the Consumer Price Index.

On pollution, the Association recommended standards for the operation of railway locomotives to govern exhaust emissions and noise levels and to govern mechanical conditions of internal combustion power plants used by railway companies. Forms of co-operative assistance from the federal Government should be available to all provinces to combat pollution, it said.

## Government's reply

**Transport Minister Don Jamieson commended the Association for its enviable record of mature negotiations.** He said that the National Transportation Act, which had come into effect in 1967, was a mammoth piece of legislation and it had taken some time to understand its principle, to see if it was the most appropriate form of legislation. “I have been in touch with the Canadian Transport Commission,” the Minister said, “and the future of railways is bright. There will be no diminution of rail transport over the next decade or two. Complementary modes of travel are developing but rail is still basic and most economical for a wide variety of goods. There will possibly be an extension of rail services. It is most important for bringing out raw materials from the western regions.”

The Minister said that the Government was conscious of the necessity to modernize. “Although there has been a steady decline in the use of rail passenger service, I



don't believe that the passenger train is going to go out of existence." Seventy per cent of all transport is by private automobile, with 30 per cent shared by air, bus and rail, Jamieson said. The emphasis today was on the relatively short haul, rapid transit within 40 to 50 miles. "This doesn't mean that the longer haul services are going to be eliminated entirely," the Minister stated. "We just have to see if they can be more self-supporting, and how we can narrow our losses. Perhaps a night on the train should be equivalent in cost to a night at a hotel."

Veterans Affairs Minister Arthur Laing told CRLA representatives that the Canadian Labour Congress had upbraided the Government for not laying a heavier tax on oil and mining companies. "Half of all resources lie north of Latitude 60," the Minister stated. "Oil could bring \$30 million a year in the Arctic, so the days of railway building are not over. The Arctic is the second best place in the world to hunt for oil."

Parliamentary Secretary Ray Perrault said there had been a dramatic decline in the number of protests over the delay in unemployment insurance cheques. "The UIC is processing 600,000 cheques every two weeks," he said. It's a very substantial pay-out. Probably the most comprehensive insurance program in the world."

Perrault said that the unemployment form is now in its sixth revision. One source of delay could be attributed to incomplete records kept by the employer. "The Commission is constantly reviewing its system," he said. "We have a standing committee that will review procedures and try to improve the system." Perrault pointed out that there were two levels of appeal for disgruntled UIC appellants, the Board of Referees and the Umpire. Of the 41 decisions that went to the Umpire during 1971, 25 were disallowed and 16 were allowed.

Labour Minister Martin O'Connell said that CRLA sentiments on pollution and wage and price controls are "shared by all of us." The Minister stated that he had taken note of the association's interest in pensions, particularly in respect to the Pension Benefits Act.

The Fair Employment Practices Bill, he said, will go into sex, marital status and age. "ILO Convention No. 87, covering the right to be represented by a union of your choice, has now been supported by all 10 provinces. We are now in the advanced stage of ratifying that." Convention 100 concerning equal remuneration for work of equal value is half way through being ratified, he said.

## Labour legislation in 1970-71

### Part 5: Human rights

Important changes were made during the year in the human rights legislation of New Brunswick, Nova Scotia and Alberta. Ontario passed four Acts based on the recommendations of the McRuer Royal Commission Inquiry into Civil Rights. Nova Scotia also enacted an Ombudsman Act, similar in principle to, but somewhat broader in scope than, the existing five Acts. The Newfoundland Human Rights Code, 1969, was proclaimed in force on March 3, 1971.

**The New Brunswick Human Rights Act was extensively revised and re-enacted as the Human Rights Code, effective October 1, 1971.** The application of the Act and the

grounds on which discrimination is prohibited were broadened and the Human Rights Commission was given some new functions and powers.

As before, the Act forbids discrimination on the grounds of race, colour, religion, national origin, ancestry or place of origin, in employment (by employers and employment agencies, and in job advertisements and application forms), trade union membership, public accommodation and the renting of dwelling units, and advertisements and signs. In addition, discrimination on the basis of sex is now prohibited in all areas covered by

the Code with the exception of renting, public accommodation and sign display.

The prohibitions are now expressed in more general terms forbidding discrimination because of race and colour, for example, without referring to the race and colour, of a particular person or class of persons. Under the new Code, an employer's organization, as well as an employer or other person acting on his behalf, must comply with the provision respecting discrimination in employment.

The areas in which discrimination is prohibited have been extended to include membership in employers' organizations and in professional, business and trade associations, where such associations control the entry to or the practice of any occupation, calling, business or trade. Statutory provisions restricting membership in professional business and trade associations to Canadian citizens or British subjects are not to be affected.

Discrimination is also forbidden with respect to the manner in which public accommodation is provided, in the renting of commercial units, and in the sale of property. No person may impose or enforce any discriminatory term or condition in any conveyance, instrument or contract that restricts the right of any person or class of persons with respect to property.

Domestic servants in private homes, non-profit organizations, and organizations operated primarily to foster the welfare of a religious or ethnic group are no longer excluded from the Act. In the areas concerning employment, services of employment agencies, membership in trade unions or employers' organizations, the use of application forms, the publication of advertisements and inquiries regarding employment, a limitation, specification or preference on the basis of race, colour, religion, national origin, ancestry, place of origin or sex does not constitute discrimination if it is based on a bona fide occupational qualification. Previously, this saving clause applied only to inquiries concerning employment.

The Human Rights Commission has additional functions and authority under the new legislation. Its powers of inspection are given in detail. The Commission may approve programs designed to promote the welfare of any class of persons. It may at any time make inquiries concerning the program, vary or impose conditions on it, or withdraw approval of the program. An approved program does not constitute a violation of the Act.

The Commission was given authority to dismiss at any time a complaint which, in its opinion, is without merit. Power to issue orders giving effect to the recommendations of a board of inquiry rests solely with the Commission. The earlier statute conferred this power on both the Commission and the Minister of Labour.

**Amendments to the Nova Scotia Human Rights Act, which became effective on April 8, 1971, provide further safeguards against discrimination.** The Act prohibits discrimination in public accommodation, rental practices, sale of property and covenants, employment (including employment agencies, advertisements and application forms), membership in trade unions or professional and business associations, and advertisements and signs on the grounds of race, religion, creed, colour or ethnic or national origin.

The provision governing discrimination in employment is broadened by directing the prohibition to include "any person," rather than just the employer. "Person" is defined in the Act to include an employer, employers' organization or a professional, business or trade association, whether acting directly or indirectly, alone or with another, or by the interposition of another.

Under the Act, an employment agency must not accept discriminatory inquiries from employees or job seekers, and the use of discriminatory application forms, advertisements or inquiries in connection with employment is prohibited. These prohibitions were reworded to refer to an inquiry that "directly or indirectly expresses any limitation, specification or preference or invites information as to race, religion, creed, colour or ethnic or national origin." The employment agency itself is forbidden to practice discrimination.

The exemption from the employment provisions of non-profit organizations operated for the welfare of a religious or ethnic group, is limited to dealings between the organization and members of the same religious or ethnic group. The exemption is now further limited to situations where religion, creed, colour or ethnic or national origin is a reasonable occupational qualification.

The prohibition of discrimination in connection with renting—including the terms and conditions of occupancy—has been extended, with one exception, to include all housing units where rental accommodation is provided. The provision does not apply in a case where one room is rented in a house occupied by the landlord



or his family and the room is not advertised in any way. Previously, the Act covered houses and apartments and units such as boarding or rooming houses used exclusively to provide rental accommodation.

A new section forbids discrimination because of association with minority groups—"discrimination against any individual or class of individuals in any manner prescribed by this Act because of the race, religion, creed, colour or ethnic or national origin of any person or persons with whom the individual or class of individuals associates." The Acts of several other provinces contain similar provisions but they are expressed more indirectly and are usually limited in application to public accommodation or rental practices.

The Human Rights Commission is now authorized to obtain an order from the Supreme Court directing compliance by any person who refuses to furnish information or to permit entry to premises as required by the legislation.

**The Alberta Human Rights Act was amended, effective July 1, 1971, to add sex, marital status and age (40 to 65 years) to the grounds on which discrimination in hiring and conditions of employment in trade union membership is forbidden.** In addition, discrimination based on sex is prohibited in connection with public accommodation and rental practices. The prohibition in the employment area with respect to age does not affect bona fide retirement or pension plans.

This Alberta amendment brings to seven the number of provinces that forbid discrimination in employment and trade union membership on grounds of sex. The other provinces are British Columbia, Manitoba, Newfoundland, Ontario, Québec and New Brunswick. Age is also a prohibited ground for discrimination in British Columbia, Ontario and Newfoundland.

**Ontario passed four Acts incorporating recommendations of the McRuer Report**—the Statutory Powers Procedure Act, the Judicial Review Procedure Act, the Public Inquiries Act and the Civil Rights Statute Law Amendment Act. This legislation is intended to protect the rights of individuals that are affected by decisions of government boards and tribunals. All four Acts are to be proclaimed in force. Among other matters, the latter Act provides for uniform procedures under the Ontario Human Rights Act, the Age Discrimination Act and The Women's Equal Employment Opportunity Act.

Any person who has reasonable grounds for believing that the Human Rights Code or the Age Discrimination Act has been contravened may now file a complaint with the Human Rights Commission. The Commission may refuse to consider a complaint unless consent is obtained from the person actually discriminated against. Formerly, only the aggrieved person could register a complaint. Similar provisions are contained in the Women's Employment Opportunity Act regarding complaints to the Women's Bureau.

Under all three Acts where an initial informal inquiry fails to settle the complaint, the matter may be referred to a board of inquiry. The powers of the initial investigator are outlined in detail and the powers of the boards are changed. Board members must not have taken any part in any previous investigation or consideration of the complaint and must act impartially, giving all parties full opportunity to participate in the proceedings. The board now has exclusive jurisdiction to decide whether the anti-discrimination provisions have been contravened and to issue orders requiring compliance. A board order may be appealed to the Supreme Court. Previously, under the Code and the Age Discrimination Act, the board could only make recommendations, which could be implemented in an order from the Minister of Labour.



# Price indexes

## Consumer, February, 1972

The consumer price index (1961=100) increased 0.4 per cent to 137.3 in February from 136.7 in January. In February 1971 it stood at 130.9. The food index advanced 0.9 per cent. Other components registering increases were housing 0.3 per cent; recreation and reading 1.2 per cent; and health and personal care 0.6 per cent. The clothing index declined 0.3 per cent; tobacco and alcohol 0.1 per cent; and the transportation index was unchanged.

The food index rose 0.9 per cent to 137.6 from 136.4, and was 0.9 per cent higher than a year ago. The housing index advanced 0.3 per cent to 140.9 from 140.5, as a result of a 0.5 per cent increase in shelter prices. The index was 4.8 per cent higher than in February 1971. The clothing index decreased 0.3 per cent to 129.8 from 130.2 mainly because of seasonal sales on a number of items. Since February 1971 it has advanced 3.1 per cent. The transportation index was unchanged from its January level of 132.3 despite higher bus fares in Newfoundland and some increased rail fares. In the 12 months to February 1972, train fares advanced more than 20 per cent, and the transportation index increased 3.1 per cent. The health and personal care index rose 0.6 per cent to 147.2 from 146.3 because of increases of 0.7 per cent and 0.6 per cent in the personal care and the health care components. Since February 1971 this index advanced 4.6 per cent. The recreation and reading index increased 1.2 per cent to 138.1 from 136.5, mainly because of a 3.9 per cent advance in the price of reading material. It was 2.4 per cent higher than a year ago.

The tobacco and alcohol index declined 0.1 per cent to 129.6 from 129.7 as beer price reductions were recorded in Montreal. Since February 1971, the index has risen 1.6 per cent.

Consumer price index items, when classified by commodities and services offer another view of the incidence of the change in prices. Between January and February, the 0.9 per cent increase in food prices was the main contributor to the advance of 0.5 per cent in the total commodities index; the services index rose 0.3 per cent over the same period. Non-durable commodities, excluding food, increased on average 0.2 per cent as higher newspaper and magazine subscription rates, together with increased fuel oil, pharmaceutical and toi-

leties' prices, outweighed reductions for clothing. Durable prices, on an average, declined marginally as a result of lower furniture prices. The rise in service prices was chiefly due to higher men's haircut and women's hairdressing charges, dentist fees, train and bus fares, and theatre admission prices.

## City consumer, February

Between January and February the consumer price index (1961=100) increased in all regional cities and city-combinations except Québec whose index was unchanged. The movements ranged from 0.2 per cent in Montreal, Ottawa and Winnipeg, to 0.9 per cent in Saint John. Food indexes registered increases in all cities—the largest (1.9 per cent) being in Toronto and Saint John. Housing components rose in nine cities because of increased rents and higher prices for a number of household items. Seasonal sales on a number of items were responsible for a decline in the clothing index in six cities. Transportation indexes rose in nine cities reflecting higher train fares across the country. Health and personal care indexes increased in eight cities. Recreation and reading indexes advanced in all cities chiefly because of increased magazine subscription rates. Tobacco and alcohol components registered mixed movements.

Regional consumer price index point changes between January and February were: On the base 1961=100: Saint John +1.1 to 128.5; Toronto +.8 to 132.8; St. John's +.7 to 126.8; Halifax +.6 to 128.8; Saskatoon-Regina +.6 to 126.9; Edmonton-Calgary +.5 to 131.3; Vancouver +.5 to 130.5; Montreal +.3 to 129.9; Ottawa +.3 to 133.9; Winnipeg +.2 to 131.6. On the base 1969=100: Thunder Bay +.5 to 106.3; Québec City 106.2 (unchanged).

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over longer periods. Studies are under way by Statistics Canada to incorporate home-ownership prices in city indexes.

## U.S. consumer, February

The United States consumer price index (1967=100) rose 0.5 per cent to 123.8 in February. The increase was



the same both before and after adjustment of the data to reflect normal seasonal changes in some prices.

For food prices, the increase in the month, seasonally adjusted, was 1.7 per cent—the largest for any month since 1958. Seasonal adjustment is a statistical device to eliminate the effects of purely seasonal factors from the figures and make the underlying trend clearer. The average prices of both goods and services, rose slightly. The price of services rose only 0.2 per cent in February and were 4.1 per cent higher than a year ago. One service category that continued to rise sharply in February was residential telephone and electric service. Prices were lower for gasoline and new and used cars, and were higher for women's apparel, cigarettes, textile home furnishings, toilet goods and reading materials.

## General topics

### Unemployment insurance report

During November 1971, a total of 251,000 initial and renewal claims for benefit were received in district offices across Canada, up 23 per cent from the 204,000 claims filed a year earlier. The same rate of increase was recorded between November 1969 and November 1970. The current figure is 53 per cent greater than the October total of 164,000; this rate is also higher than the October to November comparison for 1970 and 1969 when the increases were 43 per cent and 33 per cent, respectively. The heavier claim load is probably due to the easing of qualification requirements under the new Act.

Initial claims allowed under the provision of the new Act numbered 107,000, up 52 per cent from the October figure of 70,000. Included in the current total were 99,000 for regular benefit and 8,000 for special benefit. The latter figure comprised 4,700 sickness, 1,800 maternity, 1,100 retirement and fewer than 500 fishing cases.

As usual at this time of year, the number of claimants registered for unemployment insurance benefit increased from the previous month. The November total was 538,000, up 23 per cent from the 436,000 count at the end of October and 12 per cent from the 480,000

registered a year earlier. The inventory of claimants was heavier in all provinces in both the month and year earlier comparisons. Almost 75 per cent or 401,000 of the claimants came under the provision of the new Act after five complete months of operation. Included in this number were 375,000 registered for regular benefit and 26,000 for special benefit. The latter figure included 14,000 sickness, 11,000 maternity and 1,000 fishing cases.

Benefits paid in November amounted to \$69.4 million, an increase of 33 per cent over the \$52.2 disbursed in October and 85 per cent over the \$37.6 million in November 1970. Average weekly benefits to correspond with the above periods were \$49.55, \$46.31 and \$35.00. Analysis of these figures is complicated by the fact that the rates of benefit paid since June 27, 1971 have been revised.

Initial and renewal claims filed for benefit numbered 307,000 in December 1971, a decrease of 49,000 or 14 per cent from the total of a year earlier. This year-to-year decline in claims contrasted with an 18 per cent increase between December 1969 and December 1970. Compared with November 1971, current claims received were 56,000 or 23 per cent greater. The rate of increase between November and December 1970 was 75 per cent. Due to the easing of qualification requirements under the new Act, however, it appears that many claims were submitted earlier this year in November whereas under the seasonal benefit feature of the old Act, they were filed for the most part in December. When the two months of November and December are combined for 1970 and 1971, the total claims received are practically identical—560,000 in 1970 and 558,000 in 1971. The 1970 and 1971 two-month total was 20 per cent greater in each case than the 466,000 claims in 1969 for the similar period. Of the 147,000 initial claims allowed under the provision of the new Act, 126,000 were for regular benefit and 21,000 for special benefit.

On December 31, claimants registered for unemployment insurance benefit numbered 689,000, up 17,000 or 3 per cent from the count a year earlier and 151,000 or 28 per cent from a month earlier. Registrations were greater in all provinces than the year- and month-earlier comparisons. More than 80 per cent (567,000) of the claimants came under the provision of the new Act after six months of operation. This count included 525,000 claims for regular benefit and 42,000 for special benefit. A breakdown of the latter figure shows 17,000 sickness, 10,500 maternity and 14,500 fishing claimants.

During December, benefit payments totalled \$102.4 million, up 47 per cent from the \$69.4 million paid in November and 70 per cent from the \$60.2 million in

December 1970. The increase over a year earlier was due in part to the upward adjustment of benefit rates under the new Act. Average weekly benefits corresponding with the above-mentioned periods were \$53.78, \$49.55 and \$35.74.

## Employment review

As of February 19, there were 627,000 unemployed persons compared with 665,000 in January, and 675,000 in February 1971. The seasonally adjusted unemployment rate declined to 5.8 in February from 6.2 in January, and the unadjusted rate, representing actual unemployment as a percentage of the labour force, fell to 7.3 in February from 7.7 in January. On average there is usually an increase at this time of year. The total number of employed persons increased to 7,928,000 in February from 7,917,000 in January. Compared with a year earlier, the labour force was up 203,000 or 2.4 per cent; employment was up 251,000 or 3.3 per cent; and unemployment was down by 48,000.

**Seasonally adjusted employment.** The seasonally adjusted employment level increased slightly from 8,252,000 in January to 8,268,000 in February (up 16,000). Employment increased for men 25 years and over (up 29,000) and fell for women 25 years and over (down 15,000) and for persons 14 to 24 years of age (down 7,000).

Regionally, employment increased in British Columbia (up 14,000), the Prairies (up 12,000) and the Atlantic Provinces (up 10,000), declined in Ontario (down 23,000) and remained the same in Québec.

**Seasonally adjusted unemployment rate.** The rate was 5.8 in February. There were declines from January in the rates for all main age and sex groups. The rates were lower than in January in all regions with a particularly sharp decline in the Atlantic region.

## Unemployment insurance fund

During February 1972, 21,672 investigations were finalized across Canada. Of these 9,106 were on-premises investigations and 1,866 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,415 formal investigations and 9,285 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,839. Prosecutions were initiated in 47 cases, all against claimants.

Revenue received by the unemployment insurance account in February totalled \$126,507,989.48 compared with \$100,203,452.63 in January and \$48,957,422.95 in February 1971. **Benefits paid in February were: \$17,733,864.00, ordinary; \$8,432.00, seasonal; and \$175,931,478.00 under the new Act.** This compares with January benefits of: 19,562,013.00, ordinary; \$4,366.00, seasonal; and \$120,808,327.00 under the new Act, and benefits of \$100,928,124.33 in February 1971. The balance in the Unemployment Insurance Fund on February 29, 1972 was \$115,899,340.67 compared with \$189,820,570.61 at the end of January and \$390,014,769.35 at the end of February 1971.

## June credits

**Labour Legislation in 1970-71**, Part 5, p. 302, was prepared by the Legislative Research Branch of the Canada Department of Labour.

**Unemployment insurance report**, p. 306, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

**Certification before the CLRB**, p. 309, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour**, p. 312, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** NFB: Cover, p. 282, 283, 286, 288, 289, 291, 304. Malak Photographs Ltd., Ottawa: p. 270. Information Canada: p. 276. Newton Photographers, Ottawa: p. 293. Murray Mosher: p. 294, 296, 299, 301. CN Photo: p. 316.



## Legal decisions

**The Ontario Court of Appeal quashed an order of the Ontario Labour Relations Board on January 18, 1972 on the basis that the Board had assumed a jurisdiction that it did not have to create an unjustified impediment to the right of a union to certification.** The case was an appeal from an order of the Ontario Supreme Court dismissing an application for an order in lieu of a writ of certiorari to quash an order of the Board.

The Civil Service Association of Ontario applied to the Ontario Labour Relations Board for certification as bargaining agent for the employees in a bargaining unit of the Oakville Trafalgar Memorial Hospital. The Board began a preliminary inquiry as to whether the Union was a trade union within the meaning of The Labour Relations Act. After considering the Union's by-laws and evidence brought before it, the Board found that provisional members were barred from holding any office in the union and concluded that the union discriminated against provisional members regarding the rights and privileges that they could exercise within the union. For that reason the Board concluded that the union was not a trade union within the meaning of The Labour Relations Act, where a union is defined as "an organization of employees formed for the purposes that include the regulation of relations between employees and employers and includes a provincial, national and international trade union and a certified council of trade unions."

Mr. Justice Lacourciere, in dismissing the motion to have the Board's decision quashed had said that, even if there were errors by the Board in the interpretation of the definition of a trade union, there was no loss of ju-

risdiction consequent upon it, being an error in statutory interpretation within the Board's ambit of jurisdiction.

In allowing the appeal and setting aside the order, the Ontario Court of Appeal held that the Board has exclusive jurisdiction to determine all questions of fact or law that may arise in any matter before it, and its decision cannot be questioned, reviewed, restrained, or prohibited. When the Board acts outside the ambit of its powers, however, the courts may restrain it. The Board cannot arrogate powers to itself by a misinterpretation of its constituting legislation.

The Court held that, by its interpretation of the definition of a trade union, the Board assumed the power to deny certification to a union on the sole basis of discrimination between classes of members. The Board erred in this interpretation, because there is nothing in the definition permitting, much less requiring, the introduction of such a factor in the determination of whether a union is an organization within the meaning of the subsection. The Court further held that the legislation did not permit the Board to review application for certification on any other form of discrimination by a union.

The Court of Appeal accordingly quashed the Board orders on the basis that the Board had assumed a jurisdiction it did not have to create an unjustified impediment to the right of the union to certification, and remitted the application for certification to the Board for its further consideration.

**The British Columbia Supreme Court, on October 21, 1971, rejected an application by an employer to quash a majority award of an arbitration board. The company contended that there was an error in law on the face of the award.**

On the morning of May 7, 1971, some employees of the British Columbia Telephone Company set up an illegal picket line in front of one of the company's places of business in Prince George, B.C. With the exception of one, who was a member of the clerical division, all were members of the plant division. Their reason for setting up the picket line was an unresolved grievance of a member of that Division.

When the grievor, who represented the Federation of Telephone Workers of British Columbia as a member on the council of the clerical division, arrived at work that morning, he found that a picket line had been set up and other employees from both the plant and cleri-

cal division had refused to cross it. Not knowing what the problem was, he did not tell the picketers that the picket line was illegal nor did he tell the one member from the clerical division to leave the picket line. After the strike ended, the employer advised the grievor by letter that he was being suspended for two weeks for participating in an illegal strike.

The arbitration board was asked to decide whether there was just cause for the suspension. The company based its grounds for the suspension on the facts that the grievor did not report for work on May 7, that he participated in an illegal picket line, and that, as a union official, he did not make all reasonable efforts to have the pickets removed and the employees returned to work. It was contended that there was an implied term in the grievor's contract of service that, as a union offi-

cial, he owed a higher duty to his employer in the matter of prevention and correction of illegal acts damaging to the employer than did other employees who are not union officials.

In dismissing the application, Mr. Justice Dohm said that the grievor may have wronged his employer by not being loyal, and it could be said also that he wronged the union by not advising the picketers that the picket line was unlawful and could result in the union being sued for damages. It may be that he did not act as a responsible trade union officer should act in the best interest of his fellow workers. He could have been disciplined as an ordinary union member. These factors, however, were no basis for implying into the contract of service a special duty by reason of his being a union officer.

## Certification

The Canada Labour Relations Board met for four days during March. It granted nine applications for certification, rejected two, and permitted the withdrawal of four. The Board issued Reasons for Judgment in one other application for certification (see below). In three requests for review of earlier decisions, the Board denied two and granted one in part. Twelve applications for certification were received during the month.

**Reasons for judgment.** In an application for certification made by Teamster Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of employees of Shorty's Transport Ltd., Edmonton, Alta.: (a) ordering certification of the Locals as the bargaining agent for a unit of drivers including drivers of road haul equipment leased by the company from the owners thereof but excluding owner-drivers; (b) finding that the owner-driv-

ers are employees of the company and that they constitute a unit which is separately appropriate for collective bargaining; (c) ordering a vote to be taken of the said owner-drivers to ascertain their wishes as to the selection of the Teamster Locals as their bargaining agent (Returning Officer: A. A. Franklin) (LG, Nov. 1971, p. 747). (Reasons for Judgment issued; full text in Supplement No. 3, 1972).

**Applications for certification granted.** General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dock workers and drivers employed by B-Line Express Ltd. (formerly Little Chief B-Line Express Ltd.) working at and from Burnaby, B.C., and Calgary, Edmonton and Lethbridge, Alta. Lease operators were excluded from the bargaining unit (LG, Nov. 1971, p. 747).



Canadian Union of Public Employees on behalf of two separate units of employees of TéléCable de Québec, Inc., Québec, Qué. One unit is comprised of operating employees and the other of salesmen (LG, Feb., p. 89).

Labourers' Protective Union, Local 9568, on behalf of a unit of longshoremen of Co-operative de Transport Maritime et Aérien, Magdalen Islands, Qué., employed at Charlottetown, P.E.I., in the loading and/or unloading of vessels (LG, Feb., p. 89, Oct. 1971, p. 691).

Labourers' Protective Union, Local 9568, on behalf of a unit of longshoremen employed by Charlottetown Steamship Company Limited in the loading and/or unloading of vessels at Charlottetown, P.E.I. (LG, Feb., p. 89, Oct. 1971, p. 691).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and maintenance shop employees of Yukon Freight Lines Ltd., Whitehorse, Y.T. (LG, Apr., p. 199).

Canadian Telecommunications Union, Division No. 1, United Telegraph Workers, on behalf of a unit of radio technicians of Canadian Pacific Limited employed in its CP Rail Communications Department (LG, Apr., p. 188).

General Truck Drivers and Helpers Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Davinder Freightways Ltd., Duncan, B.C. (LG, Apr., p. 199).

Cartage & Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers of Dubuc Tank Lines Ltd., Montréal, Qué. (LG, Apr., p. 199).

Teamsters International Union, Local 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit

of drivers, packers, and warehousemen of Armstrong Van and Storage Limited working in and out of Thunder Bay, Ont. (LG, May, p. 253).

**Applications for certification rejected.** General Teamsters Union, Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and A & A Trucking Ltd., Kamloops, B.C., respondent. The Board found that the employer and its employees are no longer engaged in the business of carrying mail for the Canada Post Office and accordingly are not subject to Part V of the Canada Labour Code (Industrial Relations) (LG, Nov. 1971, p. 747).

National Association of Broadcast Employees and Technicians, applicant, Radio Cape Breton Ltd., Sydney, N.S., respondent, and Cape Breton Projectionists Union Local 848, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener. The application is rejected because there is no evidence before the Board that payments by applicants for membership in the applicant union were made within the time limits prescribed in the Board's Rules of Procedure and as to the date the applications for membership in the applicant union were signed (LG, Apr., p. 199).

**Requests for review.** The Board denied a request made by the National Association of Broadcast Employees and Technicians which sought amendment of the Board's Order of Certification of April 2, 1971 (LG, May 1971, p. 329, June 1971, p. 398) affecting a unit of employees of CHLT Radio Sherbrooke Ltée, Sherbrooke, Qué. (LG, Nov. 1971, p. 748).

The Board denied a request made by the National Association of Broadcast Employees and Technicians which sought amendment of the Board's Order of Certification of April 5, 1971 (LG, May 1971, p. 329, June 1971, p. 398) affecting a unit of employees of CHLT Télé-7 Ltée, Sherbrooke, Qué. (LG, Nov. 1971, p. 748).

The Board granted in part a request made by the National Association of Broadcast Employees and Technicians which sought amendment of the Board's Order of Certification of June 30, 1965 (LG 1965, p. 732), affecting a unit of employees of CKTS Radio Sherbrooke Ltée, formerly Telegram Printing & Publishing Co. Ltd., Sherbrooke, Qué. The Board amended the order of June 30, 1965, by changing the name of the employer to its present form (LG, Dec. 1971, p. 800).

**Applications for certification received.** International Longshoremen's Association, Local 1976, on behalf of a unit of longshoremen employed by Eastern Offshore Services and by F. K. Warren Co. Ltd., at Mulgrave and Point Tupper, N.S. (see Applications Withdrawn, below).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard towboats operated by Harvie Forrest Industries Ltd., Port Couquitlam, B.C. (Investigating Officer: G. W. Rogers).

Association of Security Guards of the National Harbours Board (Montreal) on behalf of a unit of employees of National Harbours Board, Montreal, Qué. (Investigating Officer: S. T. Payne).

Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of A & F Baillargeon Express Ontario Inc., Downsview, Ont. (Investigating Officer: M. K. Carson).

Amalgamated Meat Cutters and Butcher Workmen of North America on behalf of a unit of employees of N. Corbett Feeds Ltd., Mount Elgin, Ont. (Investigating Officer: M. K. Carson).

American Federation of Grain Millers, Local 242 on behalf of a unit of employees of McCarthy Milling Company Limited, Streetsville, Ont. (Investigating Officer: M. K. Carson).

International Longshoremen's Association, Local 1976, on behalf of a unit of freight handlers and longshoremen employed by Eastern Offshore Services, Mulgrave, N.S. (Investigating Officer: R. L. Kervin).

International Longshoremen's Association, Local 1976, on behalf of a unit of freight handlers and longshoremen employed by Canadian National Railways, Montreal, Qué. at its Mulgrave, N.S. operations (Investigating Officer: R. L. Kervin).

International Longshoremen's Association, Local 1976, on behalf of a unit of employees of Henderson Lumber Co. Ltd., Mulgrave, N.S., loading pulpwood aboard vessels (Investigating Officer: R. L. Kervin).

International Longshoremen's Association, Local 1976, on behalf of a unit of employees of Williams and Simpson's Co. Ltd., Mulgrave, N.S., loading pulpwood aboard vessels (Investigating Officer: R. L. Kervin).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard tugs operated by Smit & Cory International Port Towage Limited (T. H. Mathers & Son Ltd., Halifax, N.S. as agents) (Investigating Officer: C. A. Ojden).

**Applications for certification withdrawn.** American Federation of Grain Millers, Local 242, applicant, and McCarthy Milling Company Limited, Streetsville, Ont., respondent (LG, May, p. 253) (Resubmitted, see above).

General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Sokil Express Lines Ltd., Edmonton, Alta., respondent (LG, May, p. 253).

General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Edmonton Transfer Ltd., Edmonton, Alta., respondent (LG, May, p. 253).

International Longshoremen's Association, Local 1976, applicant, and Eastern Offshore Services, Mulgrave, N.S., and F.K. Warren, Co. Ltd., Halifax, N.S., respondents (resubmitted naming Eastern Offshore Services only, see above).



# Conciliation

During March the Minister of Labour appointed conciliation officers to deal with the following disputes:

Boyd's Express Ltd., Central Truck Lines Ltd., and St. John's Iberville Transport, Montreal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: G. R. Doucet).

Déménagement Ste-Foy/Moving Inc., and G. Gagné Transport Ltée, Ville Vanier, Qué., and le Syndicat national des employés de l'alimentation en gros de Québec Inc. (Conciliation Officer: Marcel Archambault).

United Keno Hill Mines Limited, Elsa, Y.T., and Local 924, United Steelworkers of America (Conciliation Officers: D. H. Cameron and R. Langford).

Northern Québec Transport Inc., Rouyn, Qué., and General Truck Drivers Union, Local 938 (Conciliation Officer: T. B. McRae).

Seaboard Express Lines Limited, Moncton, N.B., and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: R. L. Kervin).

Les Services Ménagers Roy Ltée, Montréal, Qué., and le Syndicat Général du Cinéma et de la Télévision (CNTU) (section employés des services Ménagers Roy Ltée) (Conciliation Officer: J. J. de Gaspé Loranger).

Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing office employees) (Conciliation Officer: H. A. Fisher).

Greyhound Lines of Canada Ltd., Calgary, Alta., and Amalgamated Transit Union, Division 1374 (Conciliation Officer: A. A. Franklin).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Officer: George W. Rogers).

McFalls Cartage Limited, London, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141 (Conciliation Officer: Kenneth Hulse).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers, Local 31 and General Teamsters Union, Local 181 (Conciliation Officer: D. H. Cameron).

Radio Laval Inc., Montréal, Qué., and le Syndicat Général des Communications (Section CKLM) (Conciliation Officer: M. Archambault).

Speedy Storage and Cartage Limited, Lethbridge, Alta., and General Teamsters, Local 362 (Conciliation Officer: A. A. Franklin).

McMillan Transport Ltd., Medicine Hat, Alta., and General Teamsters, Local 362 (Conciliation Officer: A. A. Franklin).

Wardair Canada Ltd., Edmonton, Alta., and Canadian Air Line Flight Attendants Association (Conciliation Officers: A. A. Franklin and R. Langford).

Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member trucking companies in Québec falling within federal jurisdiction) and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: G. R. Doucet).

Manitoba Pool Elevators, St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338, Grain, Flour and Seed Workers (representing employees in Seed Department) (Conciliation Officer: A. E. Koppel).

**Settlement by conciliation officer.** Aluminum of Canada Ltd. (ALCAN) Port Alfred, Qué., and the national syndicate of employees of Aluminum of Canada Ltd. (CNTU) (representing employees of Transport Division: gatemen and patrolmen, and office employees) (Conciliation Officer: G. R. Doucet) (reassigned to S. T. Payne).

**Conciliation boards appointed.** Soo-Security Motorways Ltd., Winnipeg, Man., and Teamsters Locals 979, 990, 395 and 362 (LG, March, p. 146).

Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Locals 1657 and 1605, International Longshoremen's Association (LG, May, p. 250).

United Grain Growers Limited; Saskatchewan Wheat Pool; Alberta Wheat Pool; Burrard Terminals Limited; Pacific Elevators Limited, Vancouver, B.C., and Grain

Workers Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (LG, May, p. 250).

**Settlement reached after board procedure.** Canadian National Hotels Limited (Bessborough Hotel), Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Feb., p. 91).

**Conciliation board reports received.** The Pelee Shipping Company Limited, St. Thomas, Ont., and Seafarers' International Union of Canada (LG, Feb., p. 91).

Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Local 272, Canadian Brotherhood of Railway, Transport and General Workers (LG, March, p. 147).

Millar and Brown Ltd., Cranbrook, B.C.; Canadian Freightways Limited, Calgary, Alta., and Loisel Transport Ltd., Vancouver, B.C., and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31, 362, 181, 395, and 979 (LG, May, p. 251).

**Disputes in which conciliation boards not appointed.** Hendrie and Company Limited, Toronto, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (LG, April, p. 197).

Canadian Arsenals Limited (Small Arms Division, Long Branch) Toronto, Ont., and Canadian Union of Operating Engineers (LG, May, p. 250).

**Strike action.** Kent Driver Services Limited, Chatham, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Strike commenced March 6) (LG, March, p. 146).

Voyageur (1969) Inc., Montréal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Strike commenced March 22) (LG, May, p. 251).



## Decisions of the umpire

**CUB 3067:** The claimant belongs to the Canadian Brotherhood of Railway, Transport and General Workers. He filed an application for benefit stating that he was last employed by a barge and derrick company in Vancouver, from March 14 to May 3 of the same year. As for the reason for the cessation of his employment, the claimant declared, "I am a deckhand on the boat. I can't work because of the Guild strike."

The area office of the Commission requested additional information from the claimant. He advised them that on his last day of work he was employed in Port Alberni, B.C. He stated also that he was not on strike against his employer, he had not been locked out, but that he had been laid off due to a strike. The claimant stated further that a picket line had been set up at the site, that he had not attempted to cross it, and that no members of his union were actively involved on the picket line. The employer reported to the area office that the claimant's separation from work was resulting from the "Canadian Merchant Service Guild (MSG) strike of towboats."

On the facts before him, the insurance officer notified the claimant that, under Section 63 of the Act, he was disqualified from receiving benefit from May 4 because he had lost his employment because of a stoppage of work attributable to a labour dispute "at the factory, workshop, or other premises at which he was employed." In

his appeal to the board of referees dated May 28, the claimant declared that he was not on strike and was not locked out. According to a statement of the company the claimant had been laid off because of the Guild strike, in which he was in no way involved.

The insurance officer decided to terminate, on June 13, all the disqualifications that had been imposed, as an agreement had been reached between the employer and the Guild, and a substantial work resumption had become effective on June 15.

The board of referees found that the loss of employment by the claimant was attributable to the towboat strike; that it was not resulting from a lack of work, but was part and parcel of the work stoppage due to the labour dispute. Furthermore, the board found that the evidence established that the dispute existed at the premises where the claimant was employed, and this was the only reason for his loss of employment.

The board came to the conclusion that the claimant, being a member of the employer's unlicensed personnel, had proved he did not belong to a grade or class of workers that, prior to the work stoppage, included members who were employed at the same premises and who were participating, financing or directly interested in the dispute, and consequently was entitled to relief from disqualification under the provisions of the Act.

By unanimous decision, the board rejected the insurance officer's decision, and allowed the claimant's appeal. Within 21 days from the date of the decision of the board of referees, the insurance officer appealed to the Umpire.

### **Umpire's statement**

In this and other appeals by members of two unions arising out of the tugboat strike, there were two major general contentions. One was that all the tugboats constituted a single premises for the purposes of the Act.

The other was that the unlicensed employees were directly interested in the labour dispute between the Guild and the Owners Association because safety was one of the issues in the dispute and all three unions and their members employed on the tugboats had an interest in such safety and had bargained with the Owners Association over safety.

As to the first of those contentions, notwithstanding certain cited Umpire's decisions that lend support to the contention that all the boats were collectively one premises, my view is that each boat was a separate premises within the meaning of the Act. The dispute related to all the boats, the Guild represented licensed employees on all the boats, and the Owners Association represented the owners of the boats; and it presumably was practical and expedient to have that collectivity for industrial, business, commercial and union purposes, including employer-employee bargaining in respect of wages and working conditions. But the collectivity should not be extended to constitute all the boats as one single premises for the purpose of the Act, as I construe that subsection and have regard for its meaning and purposes. The relief from disqualification that it affords would in many cases be completely beyond the grasp of insured persons if they have the onus of establishing not only that persons of their class and grade were not participating or directly interested in or financing the labour dispute but also that no such persons elsewhere, on tugboats physically and operationally separated by long distances, were doing so. I cannot read into that subsection any intention of Parliament to impose on insured workers an onus that would be so burdensome and difficult to satisfy.

The second contention is, in my opinion, more arguable. My first inclination was to agree with the forceful argument that safety of the boats and of the persons on board them were issues in the labour dispute between the Guild and the Association and that the other two unions and their members had a common and direct interest in those safety issues and their outcome, and that all would be directly affected by the outcome in that regard. After giving much consideration to the question, I have concluded, however, not without some doubt, that the interest of the unlicensed crew members was more indirect than direct. It is not possible to define the words "direct" or "directly" to cover all situations with precision. There is no sharp dividing line between what is direct and what is indirect. It is not always a

case of distinct black and white; there can be an overlapping grey area that is difficult to classify as either direct or indirect exclusively. Section 63(2) of The Act is a relief section. The stricter the interpretation, the less the opportunity for the relief. I am disposed to think that the application of the subsection by adjudicating officers should in a given case lean toward an interpretation that would be more, rather than less, generous in affording an opportunity to claimants to establish relief from disqualification. Each case should be considered on its own merits and it is perhaps not necessary for me to stress that the objective should be to make an appraisal of the situation that is reasonable and fair. The concept of what has sometimes incorrectly been referred to as "guilt by association" should not be so extended as to preclude a fair and reasonable application of Section 63(2). Relief should not be provided, however, unless a fair case for such relief has been made. The door should not be opened wide to give relief where entitlement to it is not reasonably established.

Consequently, I find that the common interest in safety was not such a direct interest in the labour dispute between the Guild and the Association as to bar the unlicensed crew members from relief under the Act.

Coming now to the facts in the present case, the employer gave information that its Port Alberni Division had one small tugboat, operated by a master and a deckhand on each of two shifts—thus there were two masters and two deckhands—that, when the masters walked off the boat and went on strike, there was no work for the deckhands and they were laid off; that the deckhand was in no way involved in the strike; and that the company did not attempt to operate with supervisory personnel or request him to work.

It may well be that unlicensed crew members on other boats and at other premises refused to cross picket lines and withdrew their labour in support of the strikers and that the CBRT was not unsympathetic to the strikers' cause. But that falls short of participation by the CBRT or its members on the claimant's boat. The unanimous decision of the board of referees in favour of the claimant is short and to the point and I think that it is a proper decision. The appeal of the insurance officer is, therefore, dismissed.



## Railway arbitration



Three cases were heard by the Canadian Railway Office of Arbitration in Montreal on February 8, 1972. Grievances were dismissed in two cases; the other grievance was allowed.

**Case No. 337.** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the assigning of employees in an emergency.

A derailment caused damage to tracks and to two bridges. Emergency repairs were required and the engineering department ordered five bridge and building employees to load emergency material for shipment to the scene of the derailment. The union contended that the loading and shipping of the material should have been performed by stores department employees. The union asked that five such employees be paid at overtime rates for not being called. The company declined payment.

The day in question was a day of rest for the grievors but the arbitrator said that the men were not unavailable or unwilling to do the work. Therefore, the engineering department employees "usurped, contrary to the collective agreement, the jobs of persons regularly employed in the stores department." Although there is nothing in the agreement stating that the stores department employees be called out during their off hours, the company did require work to be done. "The persons performing (this work) are subject to the provisions of the collective agreement, and employees covered by the agreement, such as the grievors in the instant case, are entitled to claim that such work has been improperly assigned." He allowed the grievance.

**Case No. 338.** An ex parte dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the assigning of a bull cook.

The grievor's name was on the auxiliary list and was available for spare work as a bull cook, the union said in its statement. (A bull cook assists with cooking duties.) A wrecking outfit was called and another employee was called to act as bull cook. The arbitrator said that the union's statement claiming that the grievor was on the auxiliary list "was denied by the company and was not established by any material furnished by the union. It seems that the grievor was tried out on at least one occasion as a bull cook, and the company stated that it would be willing to try him again, but was unwilling to use him for the substantial amount of work that was involved in this case." The arbitrator could not see from the material presented to him that the grievor was either approved or listed as an auxiliary bull cook. He dismissed the grievance.

**Case No. 339.** Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the awarding of a position.

The grievor had acted on occasion as an accountant, and the union contended that she should have been given the position so that she could demonstrate her ability to perform the work. The agreement states that "past practice" should be the most important factor in awarding the position, but that seniority should be a "considering factor." The agreement allows an officer of the company to be the judge in the awarding of this position and he did consider the grievor's case. The arbitrator, however, stated that the company "did have good grounds to conclude that the successful candidate had substantially better qualifications than the grievor or indeed any other candidate." He dismissed the grievance.

# Publications in the library

## List No. 279

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly, if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

### Arbitration, industrial

**No. 1—National Academy of Arbitrators.** Arbitration and the expanding role of neutrals; proceedings of the twenty-third annual meeting, Montreal, Qué., April 6-8, 1970. Edited by Gerald G. Somers and Barbara D. Dennis. Washington, Bureau of National Affairs, 1970. x, 274 p.

**No. 2—Wiggins, Ronald Luther.** The arbitration of industrial engineering disputes. Washington, Bureau of National Affairs, 1970. xvii, 350 p.

### Collective bargaining

**No. 3—Fleeman, R. K.** Productivity bargaining; a practical guide, by R. K. Fleeman and A. G. Thompson. London, Butterworths, 1970. v, 140 p.

**No. 4—The New bargainers:** a symposium on productivity bargaining; edited by B. Towers and T. G. Whittingham. Nottingham, University of Nottingham, Department of Adult Education, 1970. 197 p.

**No. 5—Piron, Jacques.** Le droit des relations collectives du travail en Belgique, par Jacques Piron et Pierre Denis. Bruxelles, F. Larcier, 1970. xvi, 301 p.

### Employment management

**No. 6—Marris, Robin L.** Multiple shiftwork; a problem for decision by management and labour. London, H.M.S.O., 1970. 28 p.

**No. 7—Otto, Calvin P.** The management of training; a handbook for training and development personnel, by Calvin P. Otto and Rollin O. Glaser. Reading, Mass., Addison-Wesley Pub. Co., 1970. vi, 410 p.

**No. 8—Paul, William J.** Job enrichment and employee motivation, by W. J. Paul and K. B. Robertson. London, Gower Press, c1970. 119 p.

**No. 9—Phillips, Harry.** Employee benefits planning. Louisville, Ky., Insurance Field Co., inc., c1970. 152 p.

**No. 10—U.S. Equal Employment Opportunity Commission.** Personnel testing and equal employment opportunity. Editors: Betty R. Anderson and Martha P. Rogers. Washington, G.P.O., 1970. viii, 48 p.

### Employment stabilization

**No. 11—Burns, Arthur Frank.** Full employment: guideposts and economic stability, by Arthur F. Burns and Paul A. Samuelson. Washington, American Enterprise Institute for Public Policy Research, 1967. 167 p.

### Industrial disputes

**No. 12—Beaudet, Albert.** Plaidoyer pour la grève et contestation. Montréal, Les Presses Libres, c1970. 126 p.

**No. 13—Fusco, Paul.** La Causa; the California grape strike. Photographed by Paul Fusco. Written by George D. Horwitz. 1st Collier Books ed. New York, Collier Books, 1970. 158 p.



## **Industrial relations**

**No. 14—Grant, Ronald M.** Industrial relations. London, Ginn, 1970. 64 p.

**No. 15—Lefkoe, M. R.** The crisis in construction; there is an answer. Washington, D.C., Bureau of National Affairs, c1970. vii, 189 p.

## **Labour economics**

**No. 16—Baerwald, Friedrich.** Economic progress and problems of labor. 2d ed. Scranton, Penn., International Textbook Company, 1970. 493 p.

**No. 17—Reynolds, Lloyd George.** Labor economics and labor relations. 5th ed. Englewood Cliffs, N.J., Prentice-Hall, 1970. xi, 692 p.

## **Labour laws and legislation**

**No. 18—Foenander, Orwell de Ruyter.** Recent development in Australian industrial regulation. Melbourne, Law Book Co. Ltd., 1970. xxiv, 207 p.

## **Labour mobility**

**No. 19—Wertheimer, Richard F.** The monetary rewards of migration within the U.S. Washington, Urban Institute, 1970. 62 p.

## **Labour organization**

**No. 20—Hero, Alfred Olivier.** The Reuther-Meany foreign policy dispute: union leaders and members view world affairs, by Alfred O. Hero, Jr. and Emil Starr. Dobbs Ferry, N.Y., Oceana Publications, 1970. 1 v. (various pagings).

**No. 21—London, Joan.** So shall ye reap, by Joan London and Henry Anderson. New York, Crowell, 1970. xi, 208 p. A book about labour unions composed of farm workers.

## **Labouring classes**

**No. 22—Davison, Ray.** Peril on the job; a study of hazards in the chemical industries. Washington, D.C., Public Affairs Press, c1970. viii, 198 p. This book was sponsored by the Oil, Chemical and Atomic Workers International Union.

**No. 23—Kingsford, P. W.** Victorian railwaymen; the emergence and growth of railway labour 1830-1870. London, Frank Cass, 1970. xvi, 192 p.

**No. 24—Lyon-Caen, Gérard.** Contribution à l'étude des modes de représentation des intérêts des travailleurs dans le cadre des sociétés anonymes européennes. Bruxelles, Commission des Communautés européennes, 1970. 64 p.

**No. 25—Mendelsohn, Ezra.** Class struggle in the pale the formative years of the Jewish workers' movement in Tsarist Russia. Cambridge, Eng., University Press, 1970. 180 p.

**No. 26—Nordling, Rolf.** Suède socialiste et libre entreprise, par Rolf Nordling, avec la collaboration de Anne Hutchings-Giesecke. Préf. de Louis Armand. Paris, Fayard-Mame, 1970. 202 p.

## **Management training**

**No. 27—Great Britain. National Economic Development Office.** Management education in the 1970s: growth and issues; a report prepared by H. B. Rose, in conjunction with D. G. Clark and E. Newbigging, for the Management Education Training and Development Committee. London, H.M.S.O., 1970. xii, 160 p.

**No. 28—Warr, Peter.** Evaluation of management training; a practical framework; with cases, for evaluating training needs and results, by Peter Warr, Michael Bird and Neil Rackham. London, Gower Press, 1970. 111 p.

## **Manpower policy**

**No. 29—Borus, Michael Eliot.** Measuring the impact of manpower programs; a primer, by Michael E. Borus and William R. Tash. Ann Arbor, Institute of Labor and Industrial Relations (University of Michigan-Wayne State University) 1970. 81 p.

**No. 30—Labour market issues of the 1970s;** edited by D. J. Robertson and L. C. Hunter. Edinburgh, Oliver & Boyd, 1970. viii, 223 p.

## Occupations

**No. 31—Great Britain. Office of Population Censuses and Surveys.** Classification of occupations, 1970. London, H.M.S.O., 1970. xxxvi, 119 p.

**No. 32—Organization for Economic Cooperation and Development.** Occupational and educational structures of the labour force and levels of economic development. Paris, 1970-1971. 2v. Contents: v.1. Possibilities and limitations of an international comparison approach. v.2. Further analyses and statistical data.

## Poverty

**No. 33—International Seminar on Poverty, University of Essex, 1967.** The concept of poverty; working papers on methods of investigation and life-styles of the poor in different countries. Edited by Peter Townsend. London, Heinemann, c1970. xi, 260 p.

**No. 34—U.S. President's Commission on Income Maintenance Programs.** Background papers. Washington, G.P.O., 1970. iv, 455 p. Ben W. Heineman, chairman.

## Public administration

**No. 35—Nigro, Felix A.** Modern public administration. 2d ed. New York, Harper & Row, c1970. 490 p.

**No. 36—Parkinson, Cyril Northcote.** The law of delay; interviews and outerviews. With illus. by Osbert Lancaster. London, John Murray, 1970. 128 p.

## Sociology

**No. 37—Gouldner, Alvin Ward.** The coming crisis of Western sociology. New York, Basic Books, 1970. xv, 528 p.

**No. 38—Reeves, Elton T.** The dynamics of group behavior. New York, American Management Association, 1970. 399 p.

**No. 39—Robinson, Joan.** Freedom and necessity; an introduction to the study of society. London, George Allen & Unwin, 1970. 128 p.

**No. 40—Silverman, David.** The theory of organisations: a sociological framework. London, Heinemann, 1970. 246 p.

## Wages

**No. 41—Clover, Vernon Thomas.** Changes in differences in earnings and occupational status of men and women, 1947-1967. Lubbock, Texas Tech University, College of Business Administration, 1970. v, 77 p.

**No. 42—Robinson, Derek, ed.** Local labour markets and wage structures. London, Gower Press, 1970. 296 p.

## Women

**No. 43—Chabaud, Jacqueline.** The education and advancement of women. Paris, Unesco, 1970. 155 p.

**No. 44—The Role and status of women in the Soviet Union.** Edited by Donald R. Brown. New York, Teachers College Press, 1968, xii, 139 p.

**No. 45—Scott, Anne Firor, comp.** Women in American life; selected readings. Boston, Houghton-Mifflin, 1970. x, 214 p.

**No. 46—Seminar on the Participation of Women in the Economic Life of their Countries, Moscow, 1970.** Seminar on the Participation of Women in the Economic Life of their Countries (with reference to the implementation of Article 10 of the Declaration on the elimination of discrimination against women), Moscow . . . 8-21 September 1970. New York, United Nations, 1970. 38 p.

## Miscellaneous

**No. 47—Eichner, Alfred Solomon.** State development agencies and employment expansion. Foreword by Eli Ginzberg. Ann Arbor, Institute of Labor and Industrial Relations (University of Michigan-Wayne State University) 1970. viii, 76 p.

**No. 48—Galbraith, John Alexander.** Canadian banking. Toronto, Ryerson Press, c1970. xviii, 378 p.

**No. 49—Kakar, Sudhir.** Frederick Taylor: a study in personality and innovation. Cambridge, Mass., MIT Press, 1970. xi, 221 p. Mr. Taylor is associated with the development of scientific industrial management.

**No. 50—Somers, Herman Miles.** Delivery of health care: do we know where we are going? Princeton, N.J., Princeton University, Industrial Relations Section, 1970. 99-113 p.



# Labour statistics

| Principal Items  | Date      | Amount  | Percentage Change from |               |
|--|-----------|---------|------------------------|---------------|
|  |           |         | Previous Month         | Previous Year |
| (in thousands)   |           |         |                        |               |
| TOTAL CIVILIAN LABOUR FORCE*                                   |           |         |                        |               |
| Week ended February 19, 1972                                   |           |         |                        |               |
| Employed.....  | February  | 8,555   | - 0.3                  | + 2.1         |
| Agriculture.....   | "         | 7,928   | + 0.1                  | + 3.1         |
| Non-agriculture.....   | "         | 399     | - 5.0                  | - 5.8         |
| Paid workers.....  | "         | 7,528   | + 0.4                  | + 3.1         |
| At work 35 hours or more.....                                  | "         | 6,976   | + 0.2                  | + 3.1         |
| At work less than 35 hours.....                                | "         | 6,302   | + 1.2                  | + 3.1         |
| Employed but not at work.....                                  | "         | 1,299   | - 4.3                  | + 0.1         |
| Unemployed.....  | "         | 627     | - 5.7                  | - 7.1         |
| Atlantic.....  | "         | 72      | -15.3                  | + 1.1         |
| Québec.....  | "         | 223     | - 4.3                  | - 8.1         |
| Ontario.....   | "         | 185     | - 2.1                  | -10.1         |
| Prairie.....   | "         | 77      | - 2.5                  | - 7.1         |
| British Columbia.....  | "         | 70      | -11.4                  | - 7.1         |
| Without work and seeking work.....                             | "         | 582     | - 4.7                  | - 8.1         |
| On temporary layoff up to 30 days.....                         | "         | 45      | -16.7                  | + 9.1         |
| INDUSTRIAL EMPLOYMENT (1961 = 100)†.....                       |           |         |                        |               |
| Manufacturing employment (1961 = 100)†.....                    | December  | 125.7   | - 2.6                  | + 0.1         |
|  | "         | 119.4   | - 2.4                  | + 0.1         |
| IMMIGRATION.....   |           |         |                        |               |
| Destined to the labour force.....                              | Year 1971 | 121,900 | —                      | -17.1         |
|  | "         | 61,282  | —                      | -21.1         |
| STRIKES AND LOCKOUTS   |           |         |                        |               |
| Strikes and lockouts.....                                      | February  | 77      | + 2.7                  | +11.1         |
| No. of workers involved.....                                   | "         | 27,071  | +65.1                  | + 2.1         |
| Duration in man days.....                                      | "         | 245,930 | +79.0                  | +38.1         |
| EARNINGS AND INCOME  |           |         |                        |               |
| Average weekly earnings (ind. comp.)†.....                     | December  | 140.94  | - 0.9                  | +15.1         |
| Average hourly earnings (mfg.)†.....                           | "         | 3.41    | + 1.5                  | + 7.1         |
| Average weekly hours paid †.....                               | "         | 38.8    | - 3.7                  | + 2.1         |
| Consumer price index (1961 = 100).....                         | "         | 130.2   | - 2.8                  | + 4.1         |
| Index numbers of weekly earnings in 1961 dollars (1961 = 100)‡ | March     | 137.4   | + 0.1                  | + 4.1         |
| Total labour income (millions of dollars)†.....                | November  | 4,480.3 | - 0.4                  | +10.1         |
| INDUSTRIAL PRODUCTION†   |           |         |                        |               |
| Total (average 1961 = 100).....                                | February  | 183.9   | —                      | + 6.9         |
| Manufacturing.....   | "         | 178.8   | - 0.4                  | + 4.7         |
| Durables.....  | "         | 204.8   | + 0.3                  | + 4.6         |
| Non-durables.....  | "         | 158.3   | - 1.1                  | + 4.7         |
| NEW RESIDENTIAL CONSTRUCTION**                                 |           |         |                        |               |
| Starts.....  | February  | 10,762  | +14.0                  | +56.1         |
| Completions.....   | "         | 16,206  | + 7.3                  | +88.0         |
| Under construction.....  | "         | 140,289 | - 4.2                  | +16.9         |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

\*\* Centres of 10,000 population or more.

July 1972

# The Labour Gazette





The appalling misconceptions of the labour movement inculcated in Canadians through their schooling are perpetuated through the distorted coverage of labour by the news media. See: *Ten Labour Myths: What Realities are Hidden by Our Ignorance*, by Ed Finn, p. 328.



# The Labour Gazette

Official Journal  
Canada Department of Labour

Vol. 72, No. 7/July 1972



Labour  
Canada

Travail  
Canada



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## News briefs

■ **One third of all Canadians were involved full time in education in 1968-69.** There were more than 6.3 million students, 300,000 teachers and 200,000 non-teaching personnel. Added to this was a growing army of part-time students and a large number of part-time teachers, comprising an education system which cost almost a fifth of all taxes collected at all levels of government—or 8 per cent of the Gross National Product. Almost 98 per cent of all Canadians aged 13-14 were enrolled in full-time programs other than trade schools and apprenticeships. But enrolment dropped to 47 per cent of 18-year-olds, 30 per cent of 19-year-olds, 20 per cent of 20-year-olds, and 15 per cent of 21-year-olds, leaving most of those not enrolled as probable candidates for employment. Some 89 per cent of full-time university students were Canadian Citizens.

■ **"Notes on Labour Statistics" is a new annual publication of Statistics Canada designed to report on analytical studies and development projects** in the Labour Division of Statistics Canada. The publication is available from Information Canada for 75 cents. Here are some of the topics discussed in the first issue: recent developments in labour statistics; youth in the labour force; the student labour force in the summer; the educational attainment of the Canadian labour force; developing statistics on industrial injuries; female earnings in manufacturing compared with male earnings; the job vacancy survey; seasonal patterns of persons working less than a full week; and job search patterns. Modern data production involves substantial research and, in the view of the Labour Division, some of the research and development work is of interest to a wider audience. The purpose of **Notes on Labour Statistics**, therefore, is to make this knowledge available.

■ **Gordon McCaffrey, Ottawa; Mrs. H. B. Mitton, Moncton, New Brunswick, and Charles Guagliano of Hamilton, Ontario, have been appointed to the Canada Pension Plan Advisory Committee,** Health and Welfare Minister John Munro has announced. Members of the committee reappointed were Miss Valerie Kasurak of Windsor, Ontario and W. Arthur Johnston of Winnipeg, Manitoba. Mrs. Mitton is a registered nurse, active in charitable and women's work in the Maritimes. Mr.

McCaffrey is a lecturer in industrial relations at Carleton University, Ottawa. He is also Assistant Director of the Legislation and Government Employees Departments of the Canadian Labour Congress. Mr. Guagliano is Business Manager and Financial Secretary of Local 18, United Brotherhood of Carpenters and Joiners of America. Miss Kasurak and Mr. Johnston have been members of the CPP Advisory Committee since it was formed in 1967. The committee's 16 members represent employees, employers, self-employed and the public.

■ **George A. Brown has been appointed Assistant Director of the Ontario Human Rights Commission.** He joined the Commission in 1968, after completing a study on community tensions and conflict among youths of different ethnic and racial backgrounds in Toronto, and was appointed Administrator of the Age Discrimination Act Section in January, 1969. Brown has been Administrator of the Toronto Regional Office of the Commission since September, 1970. Before joining the Commission, he was research assistant with the Office of the Prime Minister of Jamaica, Central Planning Unit, and with the Development Finance Corporation. Between 1963 and 1966, he was assistant administrator of the University College Hospital of the West Indies in Kingston, Jamaica. A graduate of the University of British Columbia in Political Science and Economics, he holds an M.A. in Public Administration from Carleton University, an M.A. in Economics, and a Master of Social Work degree in Community Organization and Development from the University of Toronto.

■ **Changes to the Adult Occupational Training Act will remove the three-year attachment to the labour force clause,** previously required to qualify for training allowances. Amendments to the Act were tabled in the House of Commons recently by Manpower and Immigration Minister Bryce Mackasey. Under the amended Act, persons eligible for training will also be eligible for training allowances. At present, individuals qualify for training if they are a year past the provincial school leaving age and a year out of school, but allowances are available only for trainees who have been in the labour force for three years or have one or more dependants. Provision is also being made to set an allowance rate lower than the present minimum of \$47 per week for trainees without family responsibilities.

Other changes in the Act will make it possible for the Department of Manpower and Immigration to provide training for adults who have been a year out of school at any time after the school-leaving age; to enter into training-in-industry contracts with groups of small employers, unable individually to set up their own training programs; and to enter into training-on-the-job con-

acts with employers. The new scheme will simplify payment also to provinces for the costs of training under the Canada Manpower Training Program by offering them the option of a negotiated fixed price in place of interim payments. "It is the Government's intention," Mackasey said, "to make it the most flexible and effective occupational training program in the world."

**I The Labour Agreements Data Bank at the Industrial Relations Centre, McGill University, now has 1,000 collective agreements from various industries across Canada stored in its computerized memory bank.** Contracts are analysed by a coding system that analyses 70 types of clauses covering working conditions, fringe benefits, and wages. The Data Bank includes more than 1,000 current contracts covering approximately 800,000 employees, a significant portion of the Canadian labour force.

For every contract clause, the computer, on request, will print the name of the company, location by province, union, type of employee in the bargaining unit, and the types of clauses in that agreement or any of the 140 items it contains for every agreement. Data, available in English and French, can be selected specifically for a number of variables so that any clause can be listed for only one province by industry, or by union, or for durable goods industries.

One of the most useful features of the service is that it makes possible cross data comparisons. It is possible, for example, to list those industries which give 10 statutory holidays as well as four weeks vacation after 15 years of service. This kind of analysis can put a given benefit into perspective, because a contract may be liberal in some areas but less generous with other benefits. The Industrial Relations Centre provides the service on a fee per contract basis.

**■ The right to strike has outlived its usefulness, and both management and labour should agree to a voluntary arbitration for at least a year before a strike is permitted,** believes a large majority of Canadians. In a poll conducted by the Canadian Institute of Public Opinion, about 78 per cent or eight in ten, thought that arbitration would be a good solution to current labour unrest, whereas only about one in ten opposed it. The approval was at its top level in the homes of management, with 81 per cent, but it found a high level also, 74 per cent, among those in skilled and unskilled labour.

**■ The Canadian Federation of Government Employee Organizations is planning to restructure itself along the lines of a national union.** In this, the Federation is working closely with CUPE and the PSAC. In the February

issue, the Labour Gazette reported erroneously that the Civil Service Association of Alberta and the Manitoba Government Employees Association had voted to quit the Federation and join the Canadian Labour Congress. These votes were simply resolutions and the role of the Federation in the future is still being discussed. A report on the restructuring of the Federation was presented to the Federation's Executive Council in June.

**■ Job openings for engineers, scientists, and executives increased 20 per cent during the first three months of 1972, compared with the same period last year,** according to the Technical Service Council, a non-profit placement and consulting firm. The TSC's quarterly survey of 1,400 companies from coast to coast revealed 1,018 job openings, compared with 845 in March 1971. All regions of the country shared in the increase, with the most spectacular improvement coming in the Prairies (38 per cent), British Columbia and the Yukon (30 per cent), and Québec (26 per cent). The survey reflects openings in industry, but not governments and institutions.

Sales engineers, particularly those in the under-\$13,000 range, are in increasingly short supply. Accountants were the next most active group, followed by plant engineers, municipal engineers, industrial engineers and EDP programmers. Opportunities were limited for many kinds of junior engineers, particularly electrical, civil, metallurgical and chemical; physical metallurgists, architects, civil and electrical draftsmen, civil and chemical technologists, research chemists, soils engineers and geologists. Industrial openings for 1972 graduates in Arts and General Science are limited. New engineering graduates are experiencing some difficulty too, but a decrease in university enrolments in this field could result in a shortage of people in four years. The long-term prospects for Arts and General Science graduates seem more restricted.

**■ A provincial labour agreement, the first of its kind, has been ratified for 4,800 bricklayers and allied tradesmen in Ontario,** by a steering committee representing 23 union locals. The agreement calls for a 70-cent-an-hour wage increase in one year, the creation of four economic zones for bricklayers, and wage parity within each zone over a 12-year period. The provincial pact is between the Ontario Federation of Construction Associations and the Building Trades Federation of Ontario who adopted the idea of province-wide agreements a little more than a year ago.

Under the plan, the highest rate in each economic zone would become the parity goal for all other locals. The gap between their rates and the highest rate in the zone would be reduced by 1-12th each year until parity is



reached. The only locals excluded from the 70-cent general wage increase are those in Hamilton, Sarnia, and Windsor where existing collective agreements have another year to run. The employer group was represented by the Ontario Masonry Contractor Association, The Marble, Tile, and Terrazo Guild of Ontario, and negotiators for OFCA's masonry bargaining committee.

■ **Man days lost from 141 industrial work stoppages during the first quarter of 1972 totalled 735,170**, the Canada Department of Labour has reported. The 141 stoppages involved 256,382 workers, representing 17 man days lost through strike activity for every 10,000 worked. During the same period in 1971, 124 work stoppages involved 84,163 workers, and represented 14 man days lost for every 10,000 worked.

In March of this year, there were 84 work stoppages involving 230,702 workers for a total loss of 351,870 man-days, compared with 77 stoppages in February, in which 27,071 workers lost 245,930 man days. There were 76 stoppages in March 1971, involving 46,182 workers in a loss of 212,390 man days. Man days lost in March represented 23 man days per 10,000 worked, compared with 17 the previous month and 14 in March 1971.

An analysis by industry of all work stoppages in March shows two in forestry; three in mining; 45 in manufacturing; nine in construction; eight in transportation and utilities; six in trade; one in finance; five in services and five in public administration. The breakdown of work stoppages by jurisdiction was: Newfoundland, seven; Nova Scotia, four; New Brunswick, three; Québec, 22; Ontario, 29; Manitoba, one; Saskatchewan, three; Alberta, one; British Columbia, 11. There were three work stoppages in the federal jurisdiction.

■ **The job barometer is rising for students seeking work this summer**, with the federal Government spending about \$85 million to create 75,000 jobs. The scope of the Opportunities for Youth program has widened by at least \$10 million and these grants are expected to produce 29,000 student jobs compared with 27,832 last summer. There are, however, an expected 1.3 million students from university, community college and high school flooding the job market in search of temporary employment, and many will not find work. Those unemployed students who worked at least eight weeks last summer will be eligible now to draw unemployment pay under the new Unemployment Insurance Act that went into effect on June 27. Before the Act was changed, a claimant had to have worked 30 weeks in the two preceding years, eight of which had to be in the current year. Students who have not worked before and have not paid premiums will not be eligible.



Albert Tévoédjré

■ **Albert Tévoédjré, an Assistant Director-General of the International Labour Organization, visited Ottawa on April 24, his first official visit on behalf of the ILO.** Dr. Tévoédjré was born in Porto-Novo, Dahomey. He received an M.A. in history and geography from the University of Toulouse, a doctorate in Social and Economic Science from the University of Friborg, and a Diploma from the Graduate Institute of International Studies, University of Geneva. He had just completed a post-graduate course on management problems at the Massachusetts Institute of Technology.

During a seminar conducted at the Canada Department of Labour in both French and English, Dr. Tévoédjré said that the ILO is searching for a uniquely African way of development, something that trade unionists in Africa had yet to find. "Africa is a big continent," he said. "It has 42 states and is very diverse. Basically we need three things—freedom, development and discipline." Africans, he said, are searching for political, economic and sociological freedom and there is a need for development because of the amount of poverty.

With young people, in particular, the problem for African governments can be one of mobilizing youth without going to the extreme of forced labour. The ILO has established a useful standard for youth employment programs in the form of Recommendation No. 136, adopted in 1970, which sets guidelines for Special Youth Employment and Training Schemes for Development Purposes.

■ Sixty trade unionists from across Canada met in Montreal at the end of April to attend courses at the Labour College of Canada and to celebrate the College's 10th anniversary term. The College, founded in Montreal in 1963 under a charter issued by the Canadian Labour Congress and the Universities of Montreal and McGill, is an institution of higher education for trade union members. Since its foundation it has graduated a total of 773 English and French-speaking union members, 131 of them from developing countries.

Joe Morris, Chairman of the College's Board of Governors and Executive Vice-President of the Canadian Labour Congress, said the institution's primary objective is to "produce knowledgeable and responsible trade unionists, aware of the problems and opportunities facing the union movement in Canada and around the world."

The students receive financial assistance by means of scholarships and bursaries granted by the CLC, CLC-chartered provincial federations of labour and affiliated unions, the Departments of Labour of Canada, Nova Scotia, New Brunswick and Alberta, and two corporations: Labatt's and Carling's Breweries. The term will last eight weeks. It includes courses in economics, history, sociology, political science and labour studies.

"It is said each year with a great deal of truth that the Labour College gives the union movement a new transfusion of leadership candidates," Mr. Morris told the students. "Many of your predecessors have gone on to take their places as full-time union or co-op employees, and as members of parliament and provincial legislatures."

There is a basic difference, he said, between trade unions and business: Trade unions are primarily concerned with people; they have been instrumental in bringing about much of the social legislation in effect in Canada today. Business, on the other hand, is dedicated to getting the most out of its investments, whether they are raw materials or manpower. This situation is not necessarily bad, but it requires the balance of unions to ensure some measure of equality for all, he noted. "It is this balance that the corporations find uncomfortable." He urged the students to keep their concern for human values alive in the future. "Without it we would be just so many numbers in a computer for programmers to play with," he said.

■ There is a striking gap between organized child-care facilities and the potential need for them, a recent national study on day care shows. Released by the Canadian Council on Social Development, the study points out the need for emergency day care for children when normal arrangements are temporarily disrupted. The study sees day care as benefiting all children, not just those of working mothers, and this would entail a range of services with appropriate staff for different age groups and situations: full-day and half-day programs; family day care and group preschool programs; programs for children with special needs, for infants, for preschool and school-age children.

Modern views of day care, supported by research, the study says, stress day care's contribution to the education and development of all children. "Acceptance of day care as a normal community service for the normal child in the normal family remains impeded however, by the persistence of early attitudes associating day care with 'welfare' and abnormal social situations." Day care should be available to all who need or want it. Primary and ultimate responsibility for achieving that objective should rest with each province in its own jurisdiction, although federal financial help as well as users' fees would be needed to develop adequate services. The study recommends that joint boards or inter-departmental committees be set up to assure communication between jurisdictions in planning to provide day-care services. First priority, however, should be given to establishing services for children under age two, for children whose parents are out of the home, and for children who have been diagnosed as requiring special care.

The Council study, begun in 1968, and supported by a grant from the Department of National Health and Welfare, was done by Michael Wheeler, the Council's former director of research and development, and Dr. James Gripton of Carleton University. Preliminary findings were presented to The First National Conference on Day Care sponsored last summer by the Council.

Reuben C. Baetz, executive director of the Council, in releasing the final published report, commented: "It is obvious from the findings of the study and the conference that because of the sporadic and uneven development of day care services in this country, there must be a definitive statement of standards that will apply nationwide, even though the actual development of services is a provincial responsibility. The Council's next move in this field is to work on the development of such standards."



## 50 years ago



Food, fuel and rent cost about \$20 a week, reported the July 1922 issue of *The Labour Gazette*. The Franklin car was fighting for its life, the 16th biennial convention of the International Ladies' Garment Workers' Union was held at Cleveland, John L. Lewis' miners were causing havoc in the coal industry, Japan opened an Institute of Industrial Psychology, and while U.S. women had just gained their first labour "temple," young women in France were being urged to take domestic training.

■ The average cost of the weekly family budget of 29 staple foods in some 60 Canadian cities was \$10.18 at the beginning of June, compared with \$11.16 for June, 1921, \$16.92 for June, 1920, and \$7.49 for June, 1914. The total food, fuel and rent averaged \$20.58 a week for June, compared with \$21.74 for June, 1921, \$26.81 for June, 1920, and \$14.27 for June, 1914.

■ The Franklin Motor Company, which had a branch at Windsor, Ontario, distributed cash prizes amounting to \$4,000 to 226 of its employees as a recognition of their efforts to improve the Franklin car, and to cut down the cost of production. This was the second contest that had been held, and a third was expected to open immediately.

■ The first women's labour temple was in the process of being built at Los Angeles, California. When completed, the cost would be in excess of \$14,000. Plans were being formulated for furnishing the building, and hiring a female information officer. It was to be the headquarters for about 5,000 active workers in the labour movement.

■ The Institute of Industrial Psychology, was established at Tokyo, Japan, to provide equipment and staff for psychological research work. Employment managers could also receive training in the psycho-physical nature of the labourer, the history and essentials of scientific management, general and experimental psychology, methods of making mental tests, vocational psychology, and practical efficiency methods. Members of the staff were to go to factories on request. The institute planned also to establish a comprehensive library on industrial psychology that would be available to anyone for study.

■ Apart from the suffragette, women's lib was unheard of in the Twenties, when the government of France instructed the Director of Technical Education to draft a pamphlet "emphasizing the capital importance of domestic training for girls of all classes, but more particularly for girls of the working classes . . ." The pamphlet was to explain "the important social need that would be met by domestic training, and to point out the practical advantages to be derived from it by the young woman or mother, and the social consequences of the successful diffusion of rational domestic instruction among the working masses." It was stated that the pamphlet would be given a wide circulation; and when public opinion had been aroused, "the Government promises to act".

■ U.S. coal miners, who began striking on April 1, were still on strike in June. Representatives of the United Mine Workers of America turned down an offer of arbitration by a tribunal that would have been appointed by the President of the United States. In their

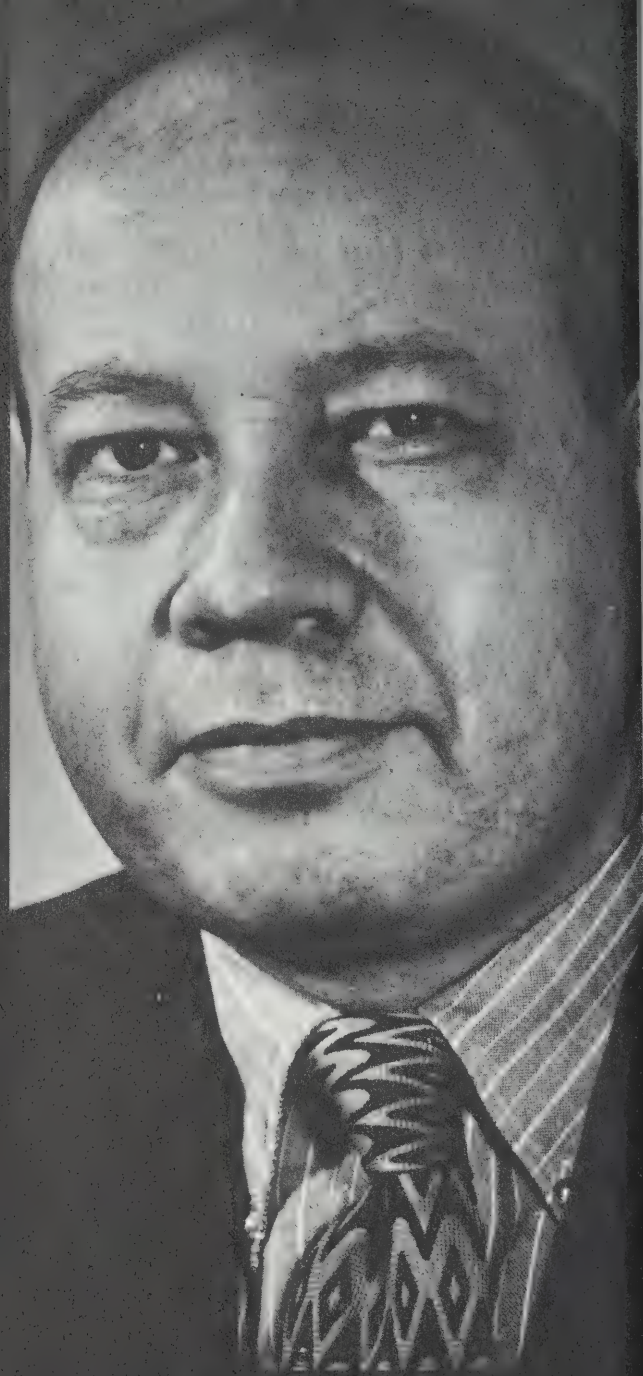
June 14 rejection, the miners' representatives said that they would be willing to take part in arranging for a settlement on condition that the operators accept their request for an eight-hour day and complete union recognition, and that existing rates of pay be taken as a starting point for future deliberation. The operators replied that they could not accept these conditions. A general vote of the anthracite miners in the union was taken later on the question of declaring a formal strike, and a meeting of the general scale committee was held on June 26 to consider the status of the negotiations. The referendum vote of the 155,000 idle workers authorized the committee to make the prevailing suspension of work an absolute strike. All plans, however, were abandoned for withdrawing the pumpmen from the mines, because of a telegram from John L. Lewis, acting president of the United Mine Workers, who had been in conference with President Harding at Washington.

In the meantime no progress had been made toward a settlement in the bituminous fields. The President's intervention was awaited as the only means of ending the deadlock in both the anthracite and bituminous areas. Executive action was hastened, moreover, by events in Illinois where 44 working miners were killed during strike riots. The President took charge of the official efforts to end the strike on June 26. Three days later, both bituminous and anthracite operators, as well as the officials of the United Mine Workers agreed to meet at Washington on July 1 to devise methods for reopening negotiations for a settlement. The Administration hopes to reach a permanent adjustment of the mining industry, and to remove the causes for its ever-recurring unrest. The President made an urgent appeal for a compromise, but the conference failed to reach any basis of agreement. The President on July 10 submitted to both parties a government plan to end the deadlock and settle the strike. This plan called for the immediate resumption of work by the miners at the wage rates prevailing on March 31; also for the fixing of permanent wage levels by arbitration, and for a public enquiry into the permanent problems of the coal mining industry. Both parties delayed their reply to these proposals, the union officials stating that they had no authority to reject or accept them, but stating that they would summon the general policy committee of the United Mine Workers of America to Washington on July 15, to consider the attitude of the union in the new situation. The miners in the anthracite fields were all unionized, and production of hard coal had practically ceased because of the strike. Stocks at the beginning of July were reported to be getting low, and there was a danger of a

domestic coal shortage the next winter. The bituminous industry was still partly active, in West Virginia, Kentucky and the South. Owing to the large reserves when the strike began, it was expected that a suspension of industry was not expected before September.

■ **The 16th biennial convention of the International Ladies' Garment Workers' Union was held at Cleveland, Ohio, on May 1 to 13.** One of the resolutions adopted at the convention called upon the government of the Soviet Union to restore immediately the freedom of the press and of association, to liberate all men and women held solely for their opinions and for political activities, and to grant a fair and open trial for political prisoners incarcerated in Moscow. The convention urged upon the American Federation of Labour the need for an educational campaign among the trade unions for labour education and for labour colleges under trade union auspices, as it was felt that leadership for the labour movement had to come from the ranks of labour. Among other resolutions, the convention approved of a 40-hour week for workers in the ladies' garment industry. In reviewing the problems and events of the past year, the executive board had considered the matter of unemployment insurance. Government systems were not favoured and official action for the relief of unemployed was declared to be "out of the question at this time." It would also be impracticable, the report stated, to consider any system on the basis of joint contributions of employer and employed, as this would involve joint administration and would be a source of constant irritation. "Provision against unemployment must be made directly by the International Ladies' Garment Workers Union. It is an important and complicated undertaking, and may involve a radical change in the prevailing system of dues payment by the members. In all likelihood it would be found most practical to do away with the present system of uniform dues, and to substitute for it contributions proportionate to the earnings of the members, something in the nature of an income tax, a system which may seem more burdensome for the members at the first glance, but which may prove of inestimable benefit to them in the long run."





# Ten labour myths:

What realities are hidden  
by our ignorance?

Ed Finn

by Ed Finn

Canadian unions are resigned to serving as the nation's economic whipping boys, being blamed for everything from low productivity to inflation. Their bad public image is largely undeserved. It is the result of widespread public misconceptions about labour relations and collective bargaining. Most Canadians are labour illiterates, so it is not surprising that they have accepted as facts a large number of myths about unions and their activities.

Doug Fisher, erstwhile MP and now a broadcaster-columnist, once described the labour movement as the "terra incognita" of modern society. The description is an apt one. Apart from strikes, inter-union disputes and other conflicts, union events go largely unnoticed and unreported.

Before exploring the 10 most prevalent labour myths, and contrasting them with the realities they conceal, it may be useful to examine the three basic reasons for the poor public image of labour that has spawned these myths. First, and most fundamental, is the shocking ignorance of the public concerning unions—their history, their structure, their traditions and methods—an ignorance that is endemic to North America. It is safe to say that 99 out of 100 Canadians would be unable to answer the most elementary questions about the labour movement. They couldn't even give the names of 10 out of the 173 unions in Canada. They couldn't give the names of 10 prominent union leaders. They couldn't tell the difference between a union shop and a closed shop, between a labour federation and a labour council, between a craft union and an industrial union, between a conciliation board and an arbitration board.

This ignorance can be traced to the inadequacies of our educational system. As students, **Canadians learn practically nothing of value about organized labour in their elementary and high schools, and not much more in university unless they take a course in industrial relations. Their textbooks glorify the tycoons and entrepreneurs—the Fords and Edisons—without mentioning Eugene Debs, or Daniel O'Donaghue, or the Tolpuddle Martyrs, or any of the other pioneers of the labour movement.** The few allusions to labour deal with the riots and general strikes that punctuated its formative years.

It is not surprising, then, that the average high school and university graduate emerges from our educational system with little genuine knowledge of the labour movement, but with an already deep-seated prejudice against unions. His mental picture of a union is that of a motley band of industrial anarchists dedicated to strikes and other kinds of troublemaking. Their role, as he sees it, is to disrupt the economy, harass the innocent public, and bedevil our hard-working, altruistic businessmen as

they go about their task of enriching the Canadian people—and, only incidentally, themselves. This is a stereotype that is continually reinforced by press reports of strikes and picket-line violence. The picture of unions purveyed by the news media is that of greedy, irresponsible workers, led by venal, power-mad demagogues.

The press coverage of labour events is the second cause of labour's poor image. Many union officers are convinced that the press is out to "get" them—that all editorials about unions are dictated from Bay and St. James Streets. This conspiratorial view of the press is, of course, nonsense. Editorial writers don't have to be ordered to tear strips off the unions at every opportunity; it comes naturally to them. They too are the products of our biased educational system.

It should also be remembered that newspaper publishers are also big businessmen. They associate with, and identify with, their fellow businessmen. They are also employers whose negotiations with the Newspaper Guild and the printing unions are hardly likely to wring reams of pro-union prose from their typewriters. Their editorial policy toward labour springs from a well-developed sense of self-interest. They would vehemently deny that the fact that they derive 90 per cent of their advertising revenue from business firms has any effect whatever is shaping their attitude toward unions. Admittedly it has little or no conscious effect. If the newspapers were receiving 90 per cent of their advertising revenue from unions, however, it is doubtful that their editorial policy on labour would be quite so fault-finding.

The press is severely restricted by its own, and hence the public's, conception of what constitutes news. What is ordinary, mundane or routine is disregarded. **Only the abnormal, the unusual is considered worthy of publication. So the 96 out of every 100 labour negotiations that are settled without fuss or incident are ignored, or relegated to a few paragraphs on a back page.** But the other four that culminate in strikes, and one or two of those that result in a picket-line brawl or some inconvenience to the public—these are the ones that are featured in the press.

The only time the average Canadian reads about unions is when they're on strike; and he doesn't stop to reflect that these are very much the exception. To him they represent the normal, everyday behaviour of unions; and he will not easily be persuaded otherwise. Thus the appalling misconceptions of the labour movement inculcated in Canadians through their schooling are perpetuated through the distorted coverage of labour by the news media. It is significant that, in an age of journalistic specialists, only the largest newspapers—and



not all of them—assign a reporter exclusively to the labour “beat.” Of these reporters, relatively few choose (or are permitted) to cover union affairs long enough to acquire some degree of competence. The radio and television stations give labour an even lower order of priority. Not even the CBC, with its vast resources and public subsidies, employs one newsmen, among its thousands of employees, who specializes in labour news.

This downgrading of labour happenings, apart from strikes, extends into the realm of interpretive journalism. Pick up almost any newspaper and you will find regular columns of opinion and commentary on politics, sports, literature, music, religion, TV and radio, movies, finance—and even stamp collecting, bird watching and horticulture. But only half a dozen Canadian newspapers carry regular labour columns—partly because they don’t rate labour affairs as highly as stamp collecting, and partly because they don’t have anyone on staff with the ability to produce them.

The third and most important reason for labour’s unpopularity is the Canadian labour relations system itself, which literally forces unions to go on strike occasionally to obtain what they believe to be necessary and justifiable wage increases.

**Organized wage and salary earners are the only group in our society who are obliged to justify, and fight for, increased incomes. The manufacturer who wishes to raise his income merely adds another cent or two to the price of his product. The retailer adds his markup. The doctor and lawyer raise their fees. The landlord raises his rent. The banker raises his interest rates. All these increases are made unilaterally and arbitrarily, without reference to any regulations, laws, or other forms of control.**

Unionists, on the other hand, must negotiate their wage increases. If the employers refuse to accede to the union’s demands—as they are sometimes known to do—the workers are forced to submit to a lengthy conciliation and mediation procedure before being permitted to use their only bargaining weapon: their right to strike. Indeed, they often have no choice but to strike, other than to bow meekly to the employer’s terms.

What kind of public image would doctors project if they were compelled to negotiate higher fees with their patients, and, failing agreement, refused to treat them? Or landlords, if they had to negotiate rental hikes with their tenants, and, failing agreement, locked them out? Or retailers, if they had to negotiate all price increases



with consumer groups, and, failing agreement, refused to sell them milk, bread, or other staple foods? They would soon suffer the same decline in popularity that unions incur every time they call a strike.

The comparatively good image that business and professional people enjoy is attributable to the fact that their income levels are almost exclusively within their own power to establish. They are restricted only by the loose constraints of public opinion, and by their own shrewd estimates of how much the traffic will bear.

In the early days of laissez-faire capitalism, competition tended to hold prices down to some extent, but in these days of “managed prices” and widespread collusion between firms that are ostensibly in competition with one another, the restraining effects of the market no longer prevail. Most companies now set their desired profits well in advance, and then set their prices at levels designed to reach that objective.



Significantly, the only production cost over which the average firm can exert direct control is its payroll. Admittedly, other costs are manipulated through co-operation with other companies, and, in the case of the large corporations, through the expedient of buying out the sources of raw materials and components. But ordinarily, when a manufacturer requires more machinery or electrical power or anything else essential to his business, he has no choice but to pay the price demanded by the suppliers of these materials. The same procedure does not apply to those who supply him with the skilled labour needed to operate his plant. He is free to refuse to meet their asking price, to force them through a prolonged legal ritual, and finally, if he hasn't been bluffing, force them to withdraw their services.

Every strike stems initially from a decision by the employer. He decides that he has less to lose from a strike than from making an acceptable offer to his employees; and it is this decision by the employer which in turn triggers the union's decision to strike. This, of course, is

elementary, but the average person who is inconvenienced by a strike doesn't see the employer's role at all. All that is visible to him is the union's action in going on strike, so he puts all the blame on the union.

The best public relations campaign that Madison Avenue could devise would never be able to glamourize a strike, or elevate the unions to the company of the Boy Scouts or the Ladies' Temperance League as models of organizational purity. It may be possible, however, to puncture some of the wilder misconceptions about organized labour, and to that end I have elected to examine the 10 most pervasive labour myths.

**Myth No. 1: Unions are always making "unreasonable" wage demands.** How does one judge if a wage demand is reasonable? More to the point, How would a union go about adopting a wage objective that would be considered reasonable, both by its members and the employer, not to mention the press, the public and the government? Should the chief determining factor be the union members' needs? The ability of the company to absorb the requested increase, or pass it along to its customers in higher prices? The employees' efficiency? Some guideline based on national productivity and living costs?

The fact is that nobody has yet devised a workable formula by which the size of generally approved wage increases can be calculated. If such a formula existed, there would be no need to bargain over wages. But because no such formula exists, collective bargaining has evolved as the best substitute for a scientific determination of wage adjustments.

It should be realized also that Canadian employers—except when they are genuinely in financial straits—still refuse to open their books to labour representatives. Unions are denied access to data on profits, productivity and labour costs—information they must have in order to formulate "reasonable" demands. No reliable source of such data exists in Canada. Unions are thus left with no guideposts other than to go for as much as they think they can get. This objective is then inflated for bargaining purposes; it is pegged at an "unreasonable" level so



that it can be lowered during negotiations in return for reciprocal concessions from management. It is fatuous to condemn unions for the size of their demands when all that really counts is the size of the eventual settlement.

**Myth No. 2: The right to strike should be replaced by compulsory arbitration.** This is the editorial writers' favourite panacea for all our industrial ills. They trot it out repeatedly, every time a major strike occurs, completely ignoring the fact that it just isn't workable. Compulsory arbitration has never worked satisfactorily in any democratic country that has tried it.

It has been a dismal failure in Australia, where the incidence of annual strikes has been three to five times the Canadian average. It has fizzled in Britain, flopped in the United States, and, closer to home, has backfired disastrously in British Columbia. The B.C. experiment with compulsory arbitration started in 1968 with the appointment of a so-called "Mediation Commission," empowered to deny unions the right to strike, and to impose dictated settlements on them. The number of man-days lost through strikes in that province promptly jumped from 407,000 in 1968 to more than 2,000,000 in 1970.

British Columbia learned the hard way that a ban on strikes is impossible to enforce in a free society. Only in a totalitarian or police state can workers be compelled to work against their will. Compulsory arbitration does not eliminate, or even reduce, strikes; it only makes them illegal, which is not at all the same thing.

One of the most exhaustive studies ever made of compulsory arbitration was conducted in New Jersey in 1953 by a special commission appointed by Governor Robert Meyner. This commission firmly rejected compulsory arbitration as an alternative to the right to strike. "The strike, or the threat of a strike, is an essential part of negotiations," the commission stated. "Without it, there could hardly be an approach to equality in bargaining power. Denial of the right to strike would strip the voluntary element from the labour agreement. An agreement, by its very meaning, is something voluntarily made by the contracting parties. An agreement cannot be imposed by law or directive; if it is, it ceases to be an agreement between the parties, and cannot command their sense of obligation."

In Canada, the Federal Task Force on Labour Relations came to the same conclusion (LG 1969, p. 269). After listing the many flaws of compulsory arbitration,

the Task Force stated that "the right to strike cannot be sacrificed . . . Some inconvenience and hardship (caused by strikes) is a small price to pay for the maintenance of the present collective bargaining system and the basic human rights on which it is founded."

Canada's compulsory arbitration fanatics, however, remain unconcerned with the practical or ethical aspects of their approach. Like the ancient alchemists who believed lead could be transmuted into gold, they doggedly peddle their discredited nostrum for labour peace.

**Myth No. 3: Labour-management conflict can and should be replaced by labour-management co-operation.** This is quite acceptable as a Utopian ideal. But in realistic, present-day terms it ignores the essentially combative nature of labour-management relations in a private enterprise economy. No doubt the jungle would be a more peaceful place if the animals would stop hunting and killing one another. The suggestion that the lion and the lamb learn to lie down together isn't very helpful, however, especially not for the lamb.

The world of industry and employment is also a jungle, in which the law of "survival of the fittest" is only slightly modified by labour legislation. It is a world in which the strong prosper and the weak languish, and a conciliatory attitude is equated with weakness. Many persons on both sides of the bargaining table wish it were otherwise. But they are realists. They know it will take a lot more than pious promotion of labour-management co-operation to change the system. It will take a complete reversal of basic beliefs, and the abandonment of an entire economic philosophy by a large number of people.

Our whole society, if we are perceptive enough to see it, is ruled by jungle economics—by competition between its constituent groups. Because men are neither created equal nor endowed with the same intelligence, education and opportunities, a competitive society favours some and penalizes others. Divisions open up between rich and poor, privileged and underprivileged, skilled and unskilled, organized and unorganized.

In an unplanned society, in which each person is expected to extract as much as possible from the community and to go on increasing his share of the national income, conflict and inequity are inevitable. To single out unions for blame because they have enabled workers to compete more effectively in this rat race is an unreasonable as it is unfair. If our society were egalitarian and our economy planned, there would be no need for industrial warfare—and, in fact, no need for unions as we know them today. But as long as we have a socio-econ-



omic system that eschews planning for grabbing, rewards its citizens on the basis of their power rather than their need, discriminates against the old and the handicapped and the unorganized, and feeds on artificially induced consumption—as long as that system prevails, it is sheer idiocy to prate about the virtues of labour and management co-operating with each other.

**Myth No. 4: All labour disputes are strictly economic in origin.** It is a mistake nowadays to think of a strike in exclusively economic terms. It is true that monetary considerations are the most obvious in explaining work stoppages; but other factors, psychological in character, are beginning to overshadow the economic issues.

The hectic assembly-line environment of so many modern industries is not conducive to a happy, contented workforce. Work that is monotonous, unrewarding and dehumanizing can never be made palatable by a pay cheque, no matter how large it may be. Discontent accumulates, and because it is kept bottled up during the

life of a contract, it demands some form of release during the negotiation of a new agreement. More strikes are called these days to vent workers' frustrations than for any other single reason. The strike has become a form of therapy—a safety valve for the pressures that build up within workers who have no other way of hitting back at "the system" in which they feel trapped.

Today's younger workers in particular are rebelling against industrial methods that try to tailor man to the machine rather than the machine to man. Unfortunately, the collective bargaining process is not geared to cope with this problem. It is designed to improve workers' wages and fringe benefits, not to deal with problems arising out of the nature of work itself. So the important intangibles—self-fulfilment, job satisfaction, the sense of meeting a challenge—have been neglected.

The result has been widespread alienation and despair in the nation's plants and offices. It is a malaise that cannot be cured by higher wages, the demand for which





often masks the psychological sources of workers' unrest. Unless work can be enriched and made more interesting, workers will continue to strike, not primarily for higher pay, but to vent their frustration, to obtain a break from the monotony of their jobs, and to proclaim their humanity.

**Myth No. 5: Unions are selfishly preoccupied with their own interests, and they neglect the poor, the old-age pensioners, and the unorganized workers outside their ranks.** The only way unions could effectively help the working poor would be to unionize them. But that is not a simple

matter of the unions flinging open their doors and admitting the millions of workers still unorganized. There are towering obstacles to be overcome in bringing into the union fold the two thirds of Canada's workforce still unorganized. Most of these workers are scattered in small groups in garages, laundries, stores and other small enterprises. Being in most cases unskilled or semi-skilled, they are easily replaceable, and tend to be fearful of losing their jobs. Their timidity leaves them vulnerable to anti-union intimidation by their employers.

Federal and provincial labour laws discourage union efforts to organize such small units. As now worded, the nation's labour codes fail to prevent unfair labour practices by anti-union companies. Despite clauses forbidding the penalizing of workers for union activity, employers can threaten, and even fire, workers almost with impunity. Even if a union wins a legal suit, the guilty firm is merely fined a token sum rarely exceeding a few hundred dollars.

Other deterrents against organizing that exist in our labour laws and procedures include long delays in processing certification bids, and the requirement that unions must sign up a large percentage of eligible workers before a representation vote is taken. In most provinces it is at least 51 per cent, which means that, in practice, a union must have 60 or 70 per cent to be on the safe side.

Even if all these legal barriers could be hurdled, unionism in itself would not necessarily be a cure for poverty. Bargaining with the owner of a small restaurant or "bucket shop" is far different from negotiating with huge, highly profitable corporations. To demand substantial wage increases in such cases could drive small, inefficient plants out of business. It is much easier for a union to elevate the living standards of a man who goes to work for a steel plant in Hamilton than to do the same for a man who takes a job with a fish plant in New Brunswick.

Even if the unions succeeded in organizing every worker in the country, they could never eliminate poverty in Canada on their own. The necessary upgrading of education and skills, and manpower retraining and mobility—as well as the raising of minimum wage rates—are all government responsibilities. Neither the federal nor any of the provincial governments has yet raised its minimum wage to provide incomes at or above the poverty line.



Unions are often charged with being indifferent to the alleged inflationary effect of their negotiated wage gains on the poor and on retired people. They are not indifferent. They simply don't see any point in depriving their members of income levels to which they are entitled and which their employers can afford to pay. If the unions were to forego wage increases, most companies would raise their prices anyway. And the money that would otherwise have gone to the employees would go, not by some mysterious mechanism into the pockets of the poor, but into the already fat bank accounts of the companies' owners and stockholders.

**Myth No. 6: The public is the innocent victim of strikes, and isn't even represented at the bargaining table.** The idea that the public isn't represented in labour negotiations is poppycock. The entire conciliation process and all the other legal rituals that must be followed are imposed by the government. The conciliators and mediators injected into labour disputes are appointed by the government. As a last resort, if intolerable hardship or economic damage is caused by a strike, special strike-ending legislation is enacted by the government. And whose interests is the government protecting if not the public's?

In the public sector, unions have to bargain directly with government officials or their agents. Who are these officials representing if not the public? Public employees are exactly what their label implies—they are employees of the public. They are our employees, their wages coming out of our tax dollars. We, the public, are not innocent third parties in public service strikes. Our employees are striking against us for the same reason that employees in the private sector go on strike: because they are dissatisfied with the way we treat them. The public, as an employer, has no more right to claim immunity from strikes than any other employer.

Henry Morgan, in his *Toronto Star* column, exploded this myth that the public is something (as he put it) "wrapped in cotton wool and delivered in jewellers' boxes . . . The public are you and me," he wrote, "and the people we hire, through our tax money, are the public, too. A public employee, if anybody cares, is a guy with a wife and two kids. When the missus comes home from the market and announces, for the 50th time, that prices have gone up, he needs more income. Then he goes to the boss (you and me) and the boss ignores him. Finally he goes out on strike. Then we all jump on him for 'holding the public up for ransom'."

The point is that, if we the public, in our role as employers, believe our employees' demands are justified, we should direct our servants, the government negotiators, to pay them what they're worth. If we think their demands are not justified, then we should be prepared to put up with the inconvenience of being deprived of their services.

**Myth No. 7: Strikes are excessively costly, and they cause irreparable harm to the economy.** Most strikes are not nearly as catastrophic as one would imagine from reading alarmist newspaper editorials or listening to





hysterical businessmen and politicians. Their dire predictions of economic disaster are ridiculously exaggerated.

Most companies can now completely offset the loss of production during strikes by stockpiling before the strike starts, and by making maximum use of excess capacity afterward. A study of major strikes over the last five years shows that most business firms affected were able, by these devices, to maintain their annual production norms. There is a big difference between "business lost" and "business deferred."

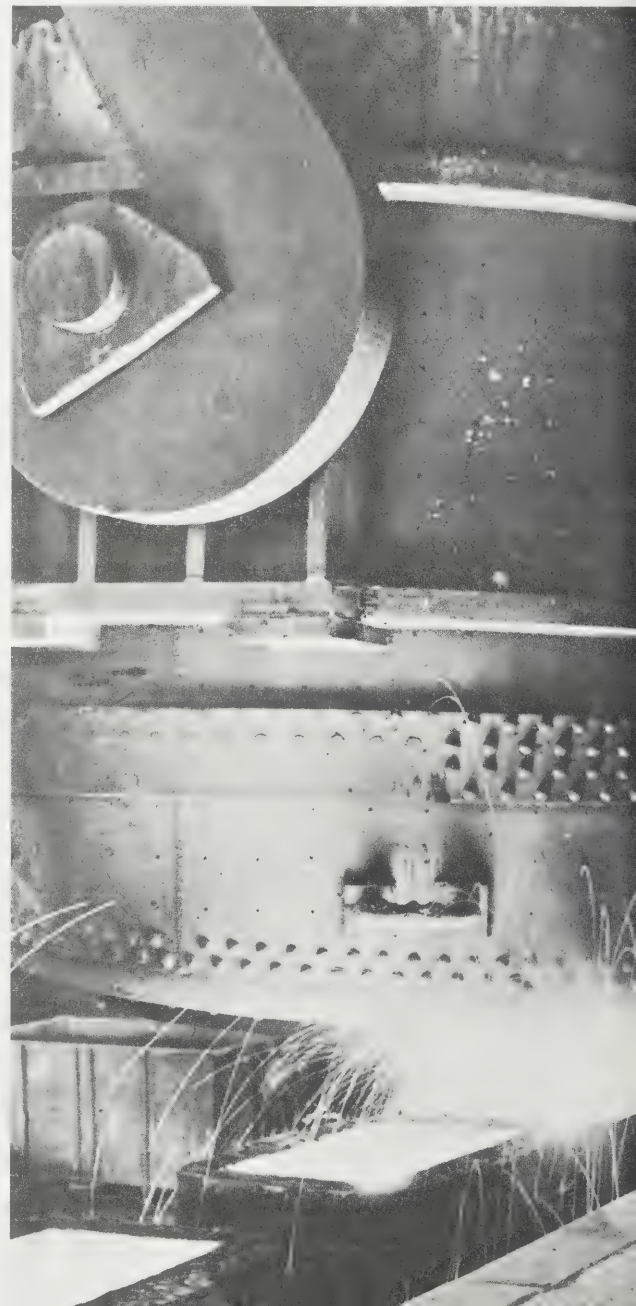
The fact is that there is no generally accepted standard, no reliable yardstick, by which the effects of a strike or the damage it causes may be measured. Evaluations, therefore, have become largely subjective. There is a tendency to quote unverified dollars-and-cents estimates of the daily losses a strike is supposedly inflicting, without taking into account what a struck firm is saving in wages and other operating costs. Isolated cases of hardship are also widely publicized, giving the impression that they are numerous. In this way, a strike can be made to appear much more harmful than it actually is.

In 1969, the year in which a new postwar record was set for the number of man days lost because of strikes, the Gross National Product still rose considerably, along with production and profits. The big strike that year was against the steel companies, which still recorded near-normal sales and profits. The strike against the St. Lawrence Seaway that year lasted three weeks, and it was supposed to have ruined inland shipping; but in less than three months after the strike ended, all the cargo tonnage lost during the strike was regained.

The time lost through strikes in 1969 was 0.46—the equivalent of 46 man days out of every 10,000 worked. (This is the only statistical way to quantify the cumulative effect of strikes on the economy.) Forty-six man days lost for every 10,000 worked is far from a crippling number. As the federal Task Force on Labour Relations pointed out, "production lost because of work stoppages does not approach that caused by unemployment or sickness." Some economists estimate that more production is lost from colds and hangovers than from strikes. The Canada Department of Labour reports that the 560 strikes that occurred in 1971 resulted in a loss of 2,910,580 man days. That may seem to be a large number, but in fact it amounts to less than two tenths of 1 per cent of total time worked. Disabling injuries alone caused the loss of more than 5,000,000 man days, while time lost because of unemployment was a staggering 6.8 per cent of total time worked.

As the Toronto **Globe and Mail** observed on March 26 in reporting these statistics, "the overall impact of work stoppages on the economy is minimal . . . Compared with the time lost from unemployment, injuries and absenteeism, the cost of strikes and lockouts in terms of man days lost appears insignificant. It should be noted also that the U.S. economy somehow manages to stagger along, despite the regular loss of twice the man day strike ratio sustained in Canada.

**Myth No. 8: Unions are becoming too powerful.** Two Gallup polls last year disclosed that Canadians who believe that unions are too powerful outnumber Canadians who believe that corporations are too powerful. In one poll, the question asked was whether big labour, big business or big government posed the biggest threat to



the country's future. More people—34 per cent—cited big labour than either big business (18 per cent) or big government (23 per cent), with 28 per cent expressing no opinion. In another poll, 62 per cent of the respondents said they thought that unions have become too strong.

In a sense, these polls are flattering to the labour movement, for they attribute to labour more power to threaten the national welfare than either government or business—in fact, almost as much power as both of them combined. It is, of course, a ludicrously distorted view, but no better than can be expected from a populace whose concept of organized labour is so far removed from reality. There is really no such thing as “big labour” in Canada. We have only eight unions in this



country with more than 50,000 members, and all of them together couldn't wield the economic power of a single medium-sized corporation.

If power is measured in assets, the total assets of the 11 largest Canadian unions add up to less than the assets of any one of such large corporations as Ford, Stelco, or MacMillan Bloedel. The total assets of all Canadian unions is only about \$100,000,000—admittedly not an insignificant sum, but less than the assets of any one of several corporate giants such as Hudson Bay, Denison Mines, Goodyear, Abitibi, Dominion Stores, or Cominco.

Even if the combined assets of all unions in Canada and the U.S. were added up, the total—\$1,158,492,000—although a substantial sum, is still less than the assets of one corporation, Inco, and only slightly higher than the assets of Imperial Oil Ltd. Of course, finances are only one yardstick of power, but in a society where money talks, the hands that hold the purse strings also hold most of the levers of economic and political power. A confrontation between the most powerful union and a large company is almost always slanted in the company's favour, if only because the union's strike fund can rarely match the company's vast cash reserves.

Granted, some unions, because of their strategic position or the unique skills of their members, are able to exercise power out of proportion to their numbers or financial assets. But their right to strike is severely limited by law, and by government intervention; and the inconvenience their strikes may cause are rarely intolerable.

If unions were even one tenth as powerful as they are thought to be, they would be able to organize the 4,000,000 Canadian workers still outside unions. They would be winning most of their strikes instead of losing them, and wages would be going up a lot more than they actually are.

**Myth No. 9: Workers in unions are pushed around and dictated to by autocratic “labour bosses.”** The term “labour boss” was coined to portray the typical union leader as the equivalent or counterpart of the company vice-president he faces across the bargaining table. It implies that a union leader has the same authoritarian control over his members as the company boss exerts over his managerial underlings and employees.

The truth is that the union leader is elected by the union's rank-and-file members at a convention, and is answerable to them for his actions. They dictate to him,



rather than the other way around. And if he doesn't satisfy them or measure up to their expectations, they'll boot him out at the next convention.

The 1971 Senate Report on Growth, Employment and Price Stability pointed out that "the Canadian labour movement is, for the most part, as far as any human organization can be from an obedient, boss-directed civilian army ... The typical union leader is much less a 'boss' than a replaceable politician with a difficult and turbulent constituency."

**Myth No. 10: Union-won wage increases are the chief cause of inflation, so inflation can only be curbed by some form of wage controls.** Another quotation from the aforementioned Senate report is appropriate here: "The main reason why unions are characteristically allocated blame for inflation is that they go after income gains for their members so very much in public. Other groups are able to do much the same thing more quietly—sometimes almost unnoticed by the public. But collective bargaining is, and probably always will be, one of the noisiest economic processes known to man, and this makes unions especially vulnerable to being designated as major social and economic scapegoats."

The persistence of the myth that wage increases are the main cause of inflation goes contrary to the findings of almost every objective, scientific study. These studies indicate that total labour income, as a percentage of Gross National Product, has fluctuated only a few percentage points over the past 50 years—proving, in short, that rising wages and salaries have succeeded only in maintaining their usual share of the growing GNP. The studies also prove that wage and salary increases invariably follow price increases, rather than preceding them.

A report published last year by the influential Organization for Economic Co-operation and Development (OECD) stated flatly that wage rates in Canada have lagged behind advances in production and profits. It said that the current strong acceleration of pay rates constituted simply a catching up with past increases in output and corporate profits. The OECD's study revealed that, all through the 1960s, Canadian wage trends lingered behind the rate of real productive growth and advance in corporate profits by about three years.

Despite all the statistical evidence that wage hikes historically have followed rising prices, the public clamour over allegedly inflationary wage settlements continues to mount, usually coupled with demands for some kind

of wage controls. Wages, of course, are already subject to considerable restraint through the machinery of collective bargaining, compulsory conciliation, and legal restrictions on the right to strike. Unlike other forms of income—rents, stock dividends, profits, professional fees, for example—wage levels must be set bilaterally, through negotiations with employers. The power to restrain wage increases is vested more with employers, both public and private, than it is with labour organizations.

As Bernard Hollowood of the London School of Economics points out, direct controls over wages are not needed to control inflation. All that is required, he argues, is price control. Not only would a limit on price increases remove the justification for most wage demands, but it would also discourage employers from yielding to them, since they could not then pass the cost along to their customers.

Hollowood's thesis is that the imposition of price control would result in a de facto control of wages as well, without the need to impose a specific wage ceiling or even to seek the unions' co-operation. His argument makes sense. But the myth of inflationary wage settlements is so well entrenched that no government would seriously consider imposing price controls without also setting limits on wage increases. The myth that unions are as free to set wages as corporations are to set prices will not easily be dispelled.

\* \* \*

**There are many other popular misconceptions about unions and labour relations, but the 10 discussed in this article are the most prevalent and the most difficult to correct.** Even after perusing the foregoing attempt to debunk them, many readers will no doubt remain unconvinced that these conventional beliefs about labour are in fact fables. It takes more than a single essay of this kind to counteract the enormous volume of misinformation about labour affairs to which most Canadians are regularly subjected. If only a few readers now suspect that perhaps unions aren't entirely to blame for all our social and economic troubles, however, this debunking effort will not have been in vain.

(Ed Finn is Legislation Director of the Canadian Brotherhood of Railway, Transport and General Workers. Previously, he was Research Director and Public Relations Director of the CBRT. He has been labour columnist for the **Toronto Daily Star** since May 1968. The opinions expressed in the accompanying article are those of Mr. Finn, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

# The knowledge explosion and the effective manager

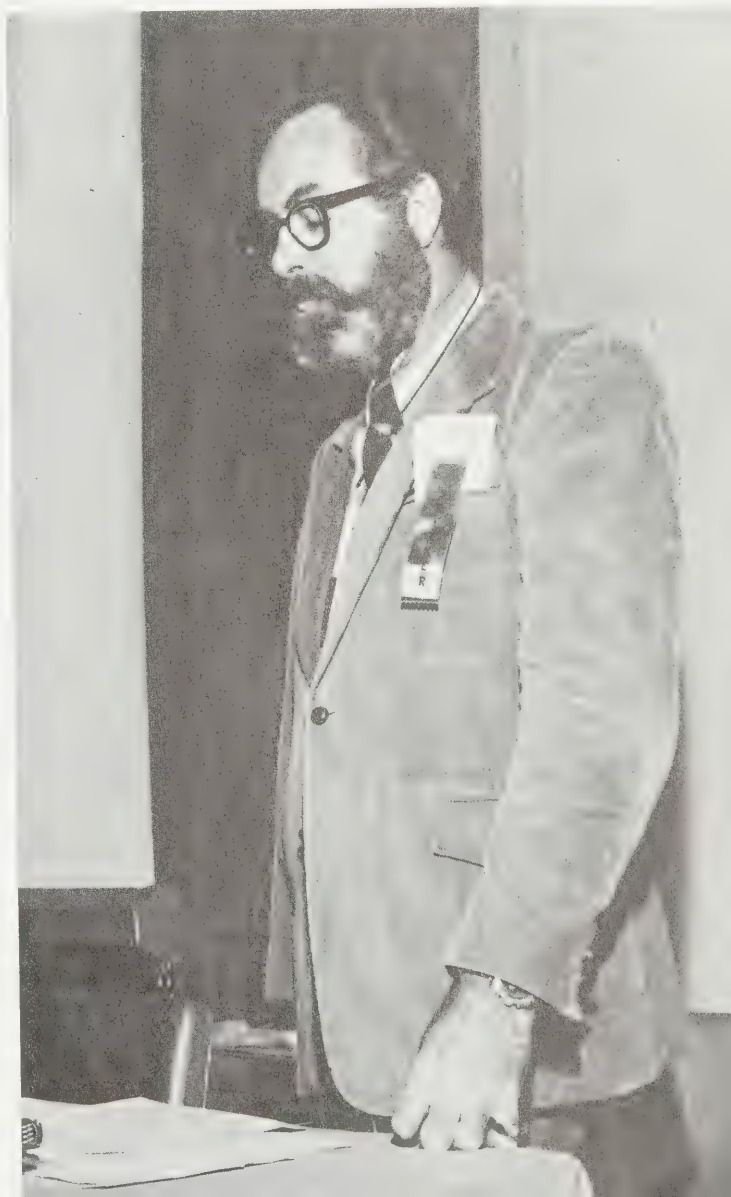
**"Job enrichment is a process to increase the psychological rewards of the job,"** delegates to the 30th annual Spring conference of the Personnel Association of Toronto were told. "If you introduce it for any other reason than that—for increased productivity, for instance—you are doomed to failure," said John Thamer, Assistant Vice-President, Personnel, of Bell Canada.

Job enrichment, he asserted, entails finding a way to lift the talent ceiling of a job after the basic job had been learned. "It involves completely restructuring feedback systems, and delegating authority. It is not a system of removing controls but moving controls." Thamer cautioned top management to get specially trained outside personnel people in to talk to middle management. This was the clarifying stage where workshops would be held with all management people involved in planning and implementing the job enrichment projects. "There should be a series of implementation meetings with individual managers who would then make themselves available to people down through the organization on an individual basis," he said. "Then the personnel man fades out and is available on call to straighten out unsettled and ruffled managers."

Delegates heard also how not to bring about job enrichment. Described as ROTT, Thamer broke it down into four sections. "R stands for the Reward System. Guar-

antee a reward for a short time gain only, and you are guaranteed to blow the whole thing. Make sure you reward efficiency rather than effectiveness. In other words, concentrate on productivity only. Reward productivity at the expense of quality, and have any feedback go to top management instead of the people involved so that the boss gives back negative feedback. 'O' stands for Organizational Support. Don't bother to provide staff assistance. Don't integrate with other activities. Use coercion, subtle and unspoken. Superimpose other things at the same time, such as bringing in new equipment and so on. 'T' is for Target. Pick a project where restructuring is not possible. Give responsibility to everyone whether they want it or not. Or, head the project with a guy who has no authority or credibility. If the 'A' team has been doing something well, try to transplant their success to the 'B' team, telling them to handle it exactly the same way. And the last 'T' stands for Transfers. Change the key line managers as soon as you get the project underway, so that no one

John Thamer





knows what's going on. Everything will be beautifully chaotic and you can really blow everything if the new man has Theory X orientation."

When all is said and done, however, some jobs just can't be enriched, he said. "How the hell do you make a key punch operator's job meaningful? You can't enrich a job that ain't worth enriching."

The 1200 delegates who attended the conference had a choice of several concurrent sessions. At another session, Dr. George Odiorne, Dean of the College of Business and Professor of Management at the University of Utah, Salt Lake City, echoed Thamer's comments on the job enrichment question. "Every once in awhile someone lays a tree on you and then yells, 'Timber!'"

He suggested that job descriptions be thrown out, and job objectives put in their place. "The best goals are energy-creating, the worst, energy-draining," Dr. Odiorne said. **"Tell people what you expect of them and get off their back."** Many managers are more concerned about the philosophy of **"doing it my way,"** than **"getting my desired results."** And this is a "people shrinker," he said.

Every organization falls prey to the way work is carried out rather than the expected results. "Style becomes more important than output." He suggested that companies guard against the activity trap where activity becomes an end in itself. "It's a process of checking the carbon copy against the original."

Dr. Odiorne takes a dim view of sensitivity training, a type of group therapy used by some industries to uncover the hidden hang-ups of executive personnel. "There is not a shred of scientific evidence that it changes anything," he said. "In fact it could lead to psychiatric damage. A survey in the States has indicated that more than 40 per cent of those who have participated in the project had to be treated by psychiatrists later."

### The altered workweek

A week in the Spring for fishing, a week in the Fall for hunting, and regular holidays as well, are some of the fruits of the four-day workweek enjoyed by an increasing number of Canadian workers, said Gordon Harrison, a Montreal industrial relations consultant, acting as



Dr. George Odiorne

moderator of a panel on the four-day week. "At one factory, the employees literally run the place. They have one shift lasting three hours and another 13 hours. Only the eight guys who run it know how it works." The term, "altered workweek" is probably more appropriate than "four-day workweek," Harrison contended, because the three days of 12 hours are almost as prevalent as the four

days of 35 to 40 hours. By September 1971, there were 17 organizations across Canada that had adopted the altered workweek, but **in April 1972 this list had increased to 60, "and that must be a bare minimum, since it is only the major companies that are making the news."**

The Public Service Alliance of Canada, he said, is going on record for the 8-hour day, four-day week with overtime paid after 8 hours. This was unrealistic, he said. "The Government is the last employer in the country that should go on the four-day week."

Peter Green, Distillery Manager for Gilbey Ltd., which has recently instituted a four-day, 40-hour week, said that they were continuing it as an experiment only. "The employees like it, but we're not sure we like it," he stated. "There has been no change in productivity, but no marked disadvantage, either."

Imperial Oil had only a minimal amount of unfavourable employee reaction to the four-day week, reported Douglas Hingley, Assistant Comptroller for the Eastern Region. "We did not approach it as an experiment," he said. "It involved rearrangement of the work flow schedule and additional training for employees to cover those on their day off." Two women had to leave because the new work schedule was incompatible with home and family duties. "At the outset, senior management had to be convinced," Hingley said. "But they came around when they realized that **there was no increase in costs, that the work schedule and quality of service was maintained, and that there was a 12 to 15 per cent saving in building space.** Management still makes the final decision." About 90 per cent of Imperial's staff are on the altered week. "The four-day week is not practical, for instance, in 3-shift machine operation, and of course some of our systems analysts are still working a 5-day week."

Imperial's Winnipeg refinery, previously on a 40-hour week, has now gone on a 3-day, 38-hour week with a slight cut in pay. Employees have three days on, four days off, three nights on and so on. The company reports that productivity is equal, if not better than it was before, and employee morale is high.

Imperial Oil permits employees to switch or trade, providing it does not interfere with deadlines and normal procedures. Some of the employees are taking advantage of the extra time by enrolling in a community college course or taking university extension courses. Others are going no further than the golf course. "Married

women enjoy having the extra day off to do household chores, the singles enjoy extra time to shop." When a delegate asked whether there had been a noticeable increase in moonlighting, Hingley stated: "There is no doubt that some people are moonlighting, but it's their business what they do after hours." Peter Green echoed this comment. "We haven't seen an increase and we don't care."

Some medical experts have expressed reservations about the stress involved in the longer hours. "Dr. Hans Selye, a noted authority on stress, has said that the four day week is ridiculous," said Hingley, "that people are not built to work those kind of hours." Despite these reservations, panelists all agreed that the altered workweek is here to stay. "A United States survey on the four-day week indicates that quite a number of firms are switching over," Hingley said. "The four-day week is inevitable, and the impetus will come from employees."

#### The case for arbitration

Collective bargaining as presently practiced represents "might" instead of "right," and some day this will be a thing of the past, Peter Riffin, Vice-President of Corporate Relations, Noranda Mines Limited, told PAT dele-

Peter Riffin





gates. "I don't suggest that we scratch our present system or turn it upside down. It is erroneous to imply that the right to strike should be taken out of our system," Riggins said, "but it is relatively easy to inflict strike injuries on a company, to escalate the differences between employees and employers. Finding common interests is much more important. Present day employers are devoting more and more time to good relations. They are not really adversaries."

**When it works, collective bargaining is the best solution, he said, but it has come in for a considerable amount of justifiable criticism from management and government. It is not working very well because of an imbalance of power.** If this is not corrected we will lose the system. Collective bargaining, he said, has played an important role in our industrial society over the past 25 years. Unions came into being through a show of militancy and strength, but now they "must overcome the fear of being considered weak. Employers, too, must overcome the fear of a third party saying what their collective agreements should contain if they cannot reach agreement."

A workable and acceptable arbitration system is the most desirable way of doing away with strikes, he said, but there are two major problems associated with the substitution of arbitration for the strike. The fear that bargaining will not take place in good faith and that the arbitration tribunal will not render a just and fair decision.

Members of a tribunal would have to be unquestionably good people. They should have access to the advice of experts and should conduct open hearings that would air the public side of the dispute. A tribunal, he suggested, could issue interim awards and make known the reasons for its decisions. It could have the power to impose penalties upon parties that failed to bargain in good faith, and perhaps a procedure could be adopted, in some instances he said, to force the tribunal to make a decision to adopt the final position of one of the two parties as a basis for settlement.

### Thefts in industry

Those signs in department stores warning people of the penalties of stealing are not placed there entirely for the attention of the shopper, said Dr. Lawrence R. Zeitlin, Professor of Industrial Psychology, Bernard M. Baruch College, City University of New York. **"Most retail worker jobs are unbearably dull, entirely routine,"** he said. **"So to compensate for this total lack of power, store employees steal three times as much as outside shoplifters."** The loss of goods in the United States retail

industry averages out at a \$1.50 a working day for each employee, but taking into consideration the generally low pay of retail workers, it is often less expensive for the employer to close one eye, than to install expensive detecting devices and hire floor detectives.

Most of the goods stolen are never used by the thief or his family, Dr. Zeitlin said. It is just taken as a form of "job enrichment," to add a little "zap" in a life devoid of power or excitement. One man who did use the stolen clothing and was caught, explained that he was actually doing his employer a favour. He was seen all over town wearing the latest styles and it was excellent free advertising for the store. None of the apprehended had any feeling of guilt. The general consensus was that the stolen goods were covered by insurance, so it was there for the picking.

Dr. Lawrence Zeitlin



Many store presidents take a philosophical approach to the problem of employee theft. In one Southern town, an accountant discovered that the office manager of a company was stealing an average of \$2,000 a year. "How much are we paying him?" the manager asked. Ten thousand, came the reply. "Forget you told me," said the manager. "He's worth at least \$15,000."

In many jobs, Dr. Zeitlin declared, it is more important to be present than to do a good job. "And the man whose hand is in the till is never absent," he said. Employers who want to control employee dishonesty should first ask themselves how much the employee theft is actually costing the company, how much increased dissatisfaction will occur with complete control, how much of an increase in turnover, and at what cost to job enrichment. If the cost is greater than the cost of theft control, management should figure out what it can afford to lose, and devise a signalling system that will not allow it to get beyond an acceptable level of theft. "There used to be a time when the tollgate guards could dip their fingers up to the elbows in the take, and summer jobs 'sold' for \$1,000 each," he said. "Today because they have books of tickets, the tollgate jobs go begging. But it is possible by hard work to do a tradeoff with the books and make maybe an extra \$10 a week. When the state figures out it's losing more than that amount, they park a police car near by. The sight of the yellow car, even though it's half a block away, and could not possibly catch anyone in the act, is enough to keep the theft down to an acceptable level."

The problem of absenteeism plagues many companies, Dr. Zeitlin said, but people can often be motivated to stay on the job by somewhat unorthodox methods. "A New England company faced a chronic state of absenteeism the day after payday and asked me if I could think of any way to correct the situation. As they were paid on Thursday, it meant they didn't show up again until Monday. And when the company switched over to Friday, they didn't show up until Tuesday."

Dr. Zeitlin suggested that the company hold a lottery the day after payday. Those working at their desks and machines fifteen minutes after work had begun would have their numbers taken off their time cards and placed in a drum. The winner would either get an extra day's pay or be allowed to go home with a full day's

pay. "It worked so well that management wanted to do it every day," he said. "So we made it even more intriguing for the employee. If a double zero came up first, the lucky worker was paid double and two days holiday." For the worker who didn't win all year, there was a yearly lottery with the prize as an extra week's pay. The lottery reduced lateness by 51 per cent and absenteeism by 38 per cent, he said. "I don't advocate wholesale abandonment of ethical or moral work ethics," he concluded, "but I do advocate exploring all other means of employee motivation as long as they are not overtly illegal."

### Sex discrimination

Women workers generally are hired last, paid least, passed over for promotion and kept at the most menial jobs, says Barbara Shields, Acting Director, Women's Bureau, Ontario Department of Labour. "The ability to do the job is what counts," she told delegates. "It is unjust to deny the right to a fair and equal wage to 50 per cent of the Ontario workforce solely on the grounds of sex alone." Forty per cent of women workers are single or the sole support of their family, Miss Shields stated. The majority of women work because they must contribute to the family budget. And although half of the Ontario workforce is women, men still persist in thinking of women as something temporary and supplementary, passing through the office on the way to the altar.

"Young women can expect to work for 25 years or more," Miss Shields said. "The average age for the woman worker is closer to 40 than 20, and she is more likely to be married than single." The idea that women are limited in their capacity to perform is a myth only; physical strength can be discounted with modern technology. The growth areas, commercial and financial sectors, require brain not brawn.

So few women have made it into the executive suite, and there is another cherished myth that women can't be bosses. There is a stereotyped version of the woman boss, said Miss Shields. She is emotional, inconsistent and difficult to get along with. This type of executive can exist in either male or female, but "no one would evaluate male managers on the basis of one man's performance." Secretaries that have had experience working for women found little difference in management





Barbara Shields

attitudes between the sexes. The Soviet Union, apparently, does not have the North American fear of business castration by the female executive. One-third of their engineers, three-quarters of doctors, and four-fifths of all dentists are women.

Men often mention the higher turnover of women as an excuse not to hire them for responsible positions. "This is largely because women are employed at the lower levels of the occupational scale. Sales, service, and unskilled workers have the highest turnovers."

Since the inception of the Women's Equal Opportunity Act 15 months ago, women have been finding work in auto assembly lines, operating hydraulic presses, and recently in labour pools in the steel industry where they work around monster furnaces fired by laser beams. Although barriers to typical male blue-collar jobs are breaking down, discrimination in the white-collar and professional areas is very much in evidence. But it is more sophisticated, more subtle. "The union member knows that when she has a complaint the union will take it from there," Miss Shields said. "The white-collar worker may not be aware that when she lays a complaint with the Women's Bureau we take up the cause."

The Bureau handled 283 complaints during 1971, 48 per cent of them, surprisingly, from men complaining of job discrimination in favour of women. All but one were resolved successfully by conciliation.

"We know when contracts are about to expire," she said, "and we mail reminders to employers and unions. Then we do a follow-up and advise how to change existing practices. I would advise employers to approach us before, rather than after problems develop. The idea is not to punish offenders but to promote fair and equal work practices for all workers, regardless of sex."

# Human rights— from concepts to positive action



Kalmen Kaplansky

By Kalmen Kaplansky

**Much has happened in Canada and in the United States during the past 25 years to help define, explain and protect the inalienable rights of the individual. Every practitioner in the field, however, is undoubtedly impressed by the enormity of the remaining challenges.** The purpose of this presentation is to discuss briefly some of our domestic experiences in relation to the international scene, and to emphasize the interdependence between words and deeds, declarations and actions at the international as well as the domestic level of concern for human rights. Perhaps a brief reference to the human rights agenda during the '70s might also be in order.

It is too soon, historically speaking, to assess the significance and to determine the lasting effects of the ideas and activities, initiated some 25 years ago in Canada, in the field of human rights. Although the results in terms of protective legislation, federal and provincial, and the administrative machinery are impressive by any standards, the effort still retains its experimental aspects.

As for the past, what we lacked in erudition in those early days, we made up in youthful enthusiasm; what we missed through lack of research, we made up for by a great deal of personal leg-work and, still more, intuition, always important in this type of work; and in the absence of professionals, trained functionaries and respectable budgets—all part of today's human rights scenario—we relied on the voluntary efforts of many people who, because they cared, often crowned our rather primitive efforts with unexpected success.

## Canada's experience

Despite our shortcomings, our approach was essentially sound and, with certain adjustments, remains valid to this very day. Basic to our thinking was the simple conviction that the lofty and inspiring human rights concepts are not sufficient by themselves to change attitudes; to make a meaningful contribution, they need to be translated into terms of social action and public involvement. Briefly, our tasks in those early days in Canada, and a little earlier in the U.S., were: to convince



public opinion of the existence of identifiable discriminatory practices; to define the issue in terms of Canadian reality and Canadian political and social terminology; to seek remedial action for the newly discovered and identified social evils; to obtain public acceptance of, and public involvement in, what was until then considered a private matter of individual conscience; to convince the public that there is no contradiction, no dichotomy between legislative and educational approaches, but that these are complementary; to create a favourable climate for legislative remedies and for social action; to initiate and assist in drafting the necessary social action legislation; and to help develop the essential framework for government machinery to administer the legislation.

### Comparisons

Although the ILO has since made significant strides both in Canada and in the United States, I am inclined to think that, **in most other areas of the world, we are still at the stage in this field in which we found ourselves on this continent at the end of World War II, a little over 25 years ago.** There seems to be abroad now, just as it was in our midst then, an abundance of good will and concern, a plethora of concepts and declarations.

This is all to the good—but it leaves one too painfully aware of an insufficient concern with programs of action, with the mechanics of implementation, with institutions, both governmental and voluntary, to foster, nurture and safeguard the sentiments and objectives of these great declarations. Let me try to be a little more specific.

With few exceptions, most countries are still reluctant to admit to the existence of inequality, intolerance and discrimination in their midst, although remaining rather eager to criticize such malpractices elsewhere. When their own shortcomings are grudgingly admitted, there is an accompanying failure to identify and define the problem in terms of national tradition and national practice; and even where such identification and definition have been achieved, there is no adequate appreciation of the need for legislative remedies, for involvement of governmental machinery, and for social action. In short, what is wanted today in most parts of the world is the kind of soul-searching, research and experimentation, and the beginning of concerted, constructive and voluntary governmental action demonstrated on this continent during the mid-'40s.

We in Canada are deeply indebted to the pioneers in the U.S. who were first to experiment with the whole arsenal of legislative and educational weapons designed

to diminish the effects of discriminatory attitudes and practices. We learned from their successes and failures, and attempted to adopt the findings of the U.S. experiments in terms of Canadian experience and tradition. What we did should be of interest to other countries.

### Concepts or action?

It is not my intention to discredit formal declarations or well-conceived concepts, but simply to spotlight their action-oriented aspects, where these exist. **Declarations and concepts are indispensable; without them, there can be no battle for human rights.** Indeed, we should never forget the tremendous influence of internationally proclaimed concepts of human rights on the content, the temp and the vision of national activities. Without the challenge of the Universal Declaration of Human Rights, and the discussions and debates that preceded it—and without the other great charters that embodied mankind's longing for freedom and equality—we could not have begun our work at the time we did.

History does not fail to record the interrelationship between national and universal aspirations for equality. In the year 1789, the Constituent Assembly of France proclaimed the Declaration of the Rights of Man and of the Citizen. Its main sources of inspiration were the customary and written texts of the English Constitution, the principles written into the Constitutions of the States of North America while they were acquiring their independence, the incorporation of those principles in the Federal Constitution of the United States in 1787, and the theories set forth by the philosophers and reformers of the 18th century.

Just as the Declaration by France was influenced by the experiences of other countries, so the French example inspired the majority of civilized nations to enshrine in their constitutions these natural rights of man. That Declaration served equally to influence, not merely in France or Europe but throughout the world, the struggle for the recognition of individual rights. It played a leading part in advancing the abolition of servitude and slavery.

### Universal Declaration of Human Rights

The end of World War II marked a new departure and signalled a new sense of urgency in the evolution of human rights concepts. The General Assembly of the United Nations met in Paris on December 10, 1948. Guided by the Declaration of 1789, and still shocked by the brutality of five years of worldwide slaughter, and the bestializing consequences of Nazi tyranny, it adopted and proclaimed the Universal Declaration of

Human Rights, whose wellspring was the recognition of, and respect for, individual dignity, as well as the equality of all human beings and their inalienable and fundamental rights.

Most of our own remedial legislation in Canada and in the U.S. (and since then in a number of other countries) owe a great deal to Article One of this Declaration, which proclaims that: "All human beings are born free and equal in dignity and rights . . .;" and to Article Two, which says: "Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status . . ."

**The Declaration opened new horizons. It translated the concepts of traditional basic freedoms and constitutional rights into the present-day language of our industrial society by emphasizing a wide range of social and economic rights.** It stressed the fact that political and civil rights can assume full significance only if people are free from the crippling burden of poverty, from depressing economic problems, and from uncertainty about what the next day holds for them and their families.

Twenty-five years after the Declaration was proudly proclaimed and universally hailed, we are only now beginning to pay heed to these simple concepts. We are only now beginning to realize that generations of discrimination and neglect have produced a level of poverty and inequality that neither existing human rights legislation nor its formal enforcement are adequate to overcome. In Canada, for example, large numbers of Blacks, Métis, Eskimos and Indians fall into this category.

Even if all formal racial discrimination were to disappear overnight, and all protective legislation were to be rigidly enforced, very few of our many unemployed Indians, for example, would be able to secure employment. The reason for this is that very few of them have had the background, training and education that would equip them to succeed in the labour market. The present system of, and criteria for, recruitment into professional jobs and executive positions—including "people-related" jobs like teaching and social work—has left many sociological categories statistically under-represented or totally excluded in many key occupations and professions.

### **Compensatory approach—issue of the '70s**

We are only now beginning to realize on this continent that what is required is not merely the absence of discrimination, but the presence of positive programs to help

economically disadvantaged minorities. "Affirmative action," compensatory employment programs and similar initiatives have by now become an official part of American social philosophy, and their basic thrust commends them to Canadian realities.

How else can we hope to bring Canada's disadvantaged groups into the mainstream of our economic and social life? **We should have read more carefully, a little sooner—and with a greater determination to apply them—the Universal Declaration, the Constitution and decisions of the International Labour Organization, and the ILO's Declaration of Philadelphia. We might have saved ourselves a great deal of unnecessary grief.**

Compensatory, positive or affirmative employment techniques can be defined as "employment policies that seek to overcome the traditional lack of qualifications that disadvantaged people bring to the labour market by helping them, through the introduction of certain well-defined 'compensatory' measures, to achieve equality of opportunity for jobs and positions."

The compensatory employment approach does not seek merely to ensure equality of treatment, but stresses genuine equality of opportunity as well. It endeavours both to take into realistic account the cultural, physical, educational and financial drawbacks and disabilities that tend to entrap disadvantaged groups in vicious circles of







poverty and despair, and to help devise ameliorative techniques with which to extricate them from this syndrome. Although a compensatory employment system recognizes that "all men are created equal" it does not accept that all men are born with equal opportunity for advancement and employment.

### International progress

Just as we seek as individuals to adjust and expand the horizons of our own objectives to changing practical challenges, so is the international community beginning to realize the need to translate concepts into action, and ideas into deeds which, in turn, will alter attitudes and patterns of social behaviour.

Essentially, the Universal Declaration of Human Rights is a collection of well-defined concepts, more in the nature of a call to action—a manifesto, rather than a legally binding instrument that the nations of the world could incorporate into their own legislative fabric. Only 17 years later, did the United Nations General Assembly, after many years of discussion and preparatory work, finally adopt the first international United Na-

tions Convention, based on the principles embodied in the Declaration—namely, the International Convention on the Elimination of all Forms of Racial Discrimination. A year later, in 1966, the General Assembly adopted two further international instruments based on the Declaration: the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights. These international Instruments are important steps in the direction of giving legal substance to the well-intentioned general principles embodied in the Declaration. They are, therefore, milestones toward the goal of international action, as distinct from international concepts.

### ILO experience

It is the International Labour Organization, one of the oldest of the international inter-governmental agencies associated with the United Nations, that has pioneered and gone further in the direction of international action (as distinct from international concepts) than any other international organization. Several articles of the Universal Declaration of Human Rights go to the very core of the aims and activities of the ILO. I refer, in particular, to **the right of social security, the right to a job, to**

**free choice of employment, to protection against unemployment, to decent working conditions, adequate remuneration, rest and leisure, and to freedom of association. In the absence of these rights, there can be no free development for the human personality.**

In these fields of concern, the ILO has adopted several international instruments in the form of international labour Conventions and Recommendations that have served as a basis for specific obligations, procedures and programs designed to ensure the protection and to promote the advancement of such basic rights as freedom of association, freedom from forced labour, and non-discrimination in employment. A greater appreciation of these international instruments, and of ILO procedures generally, should be of particular concern to all practitioners in the field of human rights.

There is no doubt that the standard-setting work of the International Labour Conference has made an important contribution to the clearer definition of certain basic human rights. The ILO has always recognized, however, that **providing machinery for handling complaints concerning alleged violation of these rights, and providing for their enforcement, is just as important, if not more so.** This question of international supervisory and monitoring machinery is only now beginning to receive increasing attention from the world community. The pioneering experience of the ILO for almost half a century is, therefore, worthy of particular mention.

The ILO has a special constitutional responsibility in the field of discrimination. The General Conference adopted a Convention in 1958, concerning discrimination in employment and occupation, which up to now has been ratified by over 70 member states and is under active consideration by a number of others.

Two basic ideas underlying the Convention deserve mention. First, the Convention aims not just at formal equality before the law, but at effective equality of opportunity and treatment calling for positive action to correct inequalities resulting from past discrimination (we are now just beginning to get around to this idea in Canada). Second, it envisages a total effort requiring a combination of education, administrative and legislative measures.

The abolition of discrimination in employment is also dealt with in other ILO instruments, such as the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (No. 100) of 1951, the Convention concerning Basic Aims and Stan-

dards of Social Policy (No. 117) of 1962, and the Convention concerning Employment Policy (No. 122) of 1964. Worthy of special mention is Convention 107, concerning the Protection and Integration of other Tribal and Semi-Tribal Populations in Independent Countries.

What, then, are the main lessons to be drawn from the almost 50 years spent by the ILO in developing a comprehensive code for international labour law?

**The experience proves the feasibility and practicability of laying down a series of international obligation-creating instruments, more precise definitions of human rights, and the positive measures necessary for their realization.** It shows the value of systematic and continuous international arrangements for the elaboration and adoption of such international instruments. And it emphasizes that systematic and continuous arrangements for monitoring and supervising the implementation of international standards are an indispensable concomitant of the standards themselves. These procedures have obtained wide acceptance because they blend the quasi-judicial aspects of supervision with the conclusions made by policy-making bodies.

One other lesson, and one that augurs well for the future, is the growing recognition of the individual and the non-governmental groups under international law—a recognition fostered within the tripartite fabric of the ILO.

### **Program for the '70s**

Practitioners in the field, although recognizing that progress has been made since 1945, are by and large highly apprehensive about the failure to bring about equality of opportunity for the disadvantaged in our midst; more so because ethnic and racial groups make up far too large a proportion of those who exist below the poverty line. Consequently, quite a number of persons have become critical of the results and accomplishments of the human rights constituency; they particularly question the adequacy of existing human rights standards, legislation and enforcement agencies.

Generally it has been assumed until recently that one of the characteristics of a free society is the recognition of performance over ancestry, of status based on individual ability and achievement, over status stemming from background or affiliation. **The experience derived from poverty programs in North America, however, cannot ignore the fact that the adverse effects of inherited**



**poverty, isolation and discrimination have frequently had devastating effects on members of some ethnic or racial groups,** denying them in fact, if not in law, the promise and substance of equality of opportunity to compete with members of more fortunate groups in society.

The continuing debate in the U.S. on this issue, which is beginning to spill over into Canada, has divided the human rights constituency between those who adhere to traditional concepts of equality and those who are seeking an adjustment of those values to fit the economic and social realities of the '70s.

The traditionalists warn that preferential treatment in education or employment, based on consideration of race or background, and particularly if expressed in terms of fixed quotas, may pose a threat to individual human rights. The innovators, armed with reliable statistics, and conscious of the growing gap between the poor and the comfortable in our society, advocate the compensatory approach.

The traditionalists (see Paul Seabury's article in the February 1972 issue of **Commentary**) quote the late Justice Felix Frankfurter of the U.S. Supreme Court to the effect that "What mattered was excellence in your profession to which your father or your face was equally irrelevant. And so rich man, poor man were just irrelevant titles to the equation of human relations. The thing that mattered was what you did professionally . . .," and "personal likes and dislikes, or class, or colour, or religious partialities or antipathies . . . These incommensurable things give too much room for personal preferences, and on the whole, make room for unworthy and irrelevant biases." They also quote the late Justice Harlan, in a famous case in 1896 in which the Supreme Court of the United States endorsed the "separate but equal" doctrine: "In respect of civil rights, common to all citizens, the Constitution of the United States does not, I think, permit any public authority to know the race of those entitled to be protected in the enjoyment of such rights . . . Our constitution is colour-blind, and neither knows nor tolerates classes among citizens."

The innovators, who are currently backed by certain federal government departments and by judicial decisions in the U.S., return with the argument that, if the "Constitution is colour-blind," a person's colour or race, or family background of poverty, do affect in many ways that person's ability to compete for the available economic opportunities with others who are more fortunate.



A recent letter from an official of the National Association for the Advancement of Coloured People to *The New York Times* (March 13, 1972) summarizes the case succinctly: "Mrs. Eleanor Holmes Norton, Chairman of the New York City Commission on Human Rights is quoted in *The Times* of March 7 as stating that 'reverse quotas' or preferential hiring of minority workers is 'clearly unconstitutional'. This assertion is directly contradicted by an extensive body of legal decisions in which federal courts have recognized that race-conscious injuries require race-conscious remedies . . . The dismal record of more than 30 years of state fair employment practice laws and federal Executive orders proves that 'voluntary compliance' does not work in eliminating job discrimination."

Perhaps Canada could learn from recent experiences in the U.S. in dealing with these extremely important issues. Obviously, although there is a certain degree of similarity between the racial problems of the U.S. and those in Canada, they are far from being identical, and suggested solutions and remedial plans cannot be transferred automatically from one country to another.

Apart from the question of fixed quota systems, **the compensatory approach in education and employment for members of groups who have fallen behind, deserves sympathetic consideration in Canada**, in order to give disadvantaged people the necessary muscle in their struggle for equality of opportunity.

A careful reading of the international instruments of the United Nations and the ILO, several of which were ratified by Canada, fail to reveal any prohibition against compensatory or preferential treatment for disadvantaged groups, provided that these are only temporary in nature. Article 5, Paragraph 2 of the International Labour Office Convention on Discrimination (Employment and Occupation), ratified by Canada, states: "Any member may, after consultation with representative employers' and workers' organizations, where such exist, determine that other special measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social or cultural status are generally recognized to require special protection or assistance, shall not be deemed to be discrimination."

Article 1, Number 4 of the United Nations International Convention on the Elimination of All Forms of Racial Discrimination, also ratified by Canada, refers directly to this issue as follows: "Special measures taken for the sole purpose of securing adequate advancement of certain racial or ethnic groups or individuals requiring such protection as may be necessary in order to ensure to such groups or individuals equal enjoyment or

exercise of human rights and fundamental freedoms shall not be deemed racial discrimination, provided however, that such measures do not, as a consequence, lead to the maintenance of separate rights for different racial groups, and that they shall not be continued after the objectives for which they were taken have been achieved."

In re-introducing factors of race and ancestry, even for good and noble purposes, however, we must be ever vigilant to bar from our laws and practice the old destructive distinctions and exclusions based on race and background. It is a difficult and highly sophisticated task, indeed, but one deserving of sympathy and understanding.

Kalmen Kaplansky was closely associated with human rights in Canada during the period 1946-1957, working in close collaboration with the then Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Jewish Labour Committee. From June of that year until April 1957, he was in charge of organizing and servicing the Joint Committees Against Racial and Religious Discrimination, which later became Labour Committees for Human Rights in Montreal, Toronto, Windsor, Winnipeg and Vancouver.

He was the secretary of the National Committee for Human Rights in the merged Canadian Labour Congress, and at the 1957 and 1958 Conferences of the International Labour Organization in Geneva, he was vice-chairman of the Conference Committees that drafted ILO Convention No. 111 on Discrimination (Employment and Occupation), later ratified by Canada. While serving as a member of the ILO Governing Body, he was vice-chairman for several years of its Committee on Discrimination in Employment. He was chairman of the Canadian Executive Committee during the International Year for Human Rights (1968).

Kaplansky was involved during the '40s and '50s in most of the discussions that led to the drafting of existing provincial and federal human rights legislation in Canada, and he is now assisting, on a voluntary basis, the Department of Indian Affairs and Northern Development as Chairman of a special staff group on Northern Employment and Economic Opportunities. He is the Director of the Canada Branch of the International Labour Office and Special Adviser to the Director-General, C. Wilfred Jenks.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)



## Price indexes

### Consumer, March 1972

**The consumer price index (1961 = 100) rose 0.1 per cent to 137.4 in March** from 137.3 in February, and was 4.6 per cent higher than a year ago. All major components recorded fractional increases except food—it declined 0.4 per cent. Tobacco and alcohol were unchanged. The transportation index rose 0.4 per cent, clothing 0.3 per cent, and housing 0.2 per cent. Both the health and personal care and the recreation and reading components, advanced 0.1 per cent.

**The food index declined 0.4 per cent to 137.1 from 137.6, but was 6.9 per cent higher than in March 1971.** Eggs and vegetables were the main items contributing to the decline in the price of food consumed at home. Egg prices dropped 9.4 per cent and reached their lowest level since February 1965; vegetable prices decreased 5.7 per cent but were still at a level 9.5 per cent higher than a year earlier. In the latest month, lettuce and tomatoes each declined by over 20 per cent and cabbage and celery quotations also were lower. Higher prices were recorded for carrots, potatoes and canned peas. The fruit index advanced 4.4 per cent to a level 12.8 per cent above that of March 1971. In the latest

month, the most notable price increases were registered for grapefruit, apples and canned apple juice. The meat, fish and poultry index rose 0.7 per cent with increases for pork 2.3 per cent, and poultry 2.6 per cent; beef prices declined 0.6 per cent. An increase in the component for bakery and cereal products resulted from a 0.8 per cent advance in bread prices; biscuit and flour quotations were also higher. The price of honey increased 2.8 per cent. Price reductions were recorded for sugar, jelly powder and lard; ice cream, salad dressing, margarine and pickle prices registered increases.

**The housing index rose 0.2 per cent to 141.2 from 140.9,** as a result of increases of 0.2 per cent in the shelter and household operation components. It was 4.7 per cent above its March 1971 level. Within the shelter operation, the new housing index advanced 0.8 per cent and home-owners' repair charges rose 0.4 per cent; rents moved up only 0.1 per cent.

The major element in the household operation increase was a 1.8 per cent advance in fuel oil prices. This latest rise brought the fuel oil index to a level 11.8 per cent above that of March 1971. Furniture prices advanced 0.5 per cent as price increases for living room and dinette suites, and mattresses outweighed reductions for kitchen sets. The appliance index rose 0.4 per cent as higher prices for washing machines, automatic dryers, sewing machines, and vacuum cleaners outweighed lower quotations for stoves, electric irons and frying pans. Among household operation items, reduced prices were recorded for linoleum, dishes and a number of cleaning supplies. Light bulbs returned to regular prices from earlier sales.

**The clothing index rose 0.3 per cent to 130.2 from 129.8—the smallest increase between February and March since 1961.** Increases of 0.9 per cent for clothing service charges and 0.6 per cent for footwear prices were mainly responsible for the advance. The index was 2.7 per cent higher than in March a year ago.

**The transportation index advanced 0.4 per cent to 132.8 from 132.3 mainly because of a 0.4 per cent increase in the automobile operation component.** Gasoline prices rose 0.7 per cent mainly as a result of increases in New Brunswick and Quebec; new car prices declined marginally.

nally. General increases were recorded in automobile repair charges—advances being largely attributable to higher labour costs. Among other automobile operation items, license fees were higher in Manitoba and Alberta; battery prices rose 1.4 per cent and tires declined 0.8 per cent. The local transportation index advanced 0.1 per cent. In March 1972, the index was 3.1 per cent above its level of March 1971.

**The health and personal care index increased 0.1 per cent to 147.4 from 147.2, and was 4.5 per cent higher than a year ago.** This component declined slightly because of the removal of the tax on certain drugs in British Columbia. Among personal care items, men's haircut prices rose 0.5 per cent to a level 11 per cent above that of March 1971.

**The recreation and reading index rose 0.1 per cent to 138.3 from 138.1, as a result of an increase in recreation prices.** It was 2.4 per cent above its level of March 1971. General price advances were registered for television repairs, 4.1 per cent, and phonograph records, 2.9 per cent. Price reductions were recorded in several cities for stereo combinations, 2.4 per cent, and colour television sets, 1.6 per cent.

**The tobacco and alcohol index** was unchanged from its February level of 129.6, remaining 1.6 per cent above its level of March 1971.

Consumer price index items, when classified by commodities and services, offer another view of the incidence of the change in prices. In the latest month, the services index rose 0.3 per cent between February and March, the total commodities index declined 0.1 per cent reflecting the 0.4 per cent decrease in food prices. Prices of non-durable commodities, excluding food, increased an average 0.2 per cent because of higher prices for gasoline, fuel oil, footwear and phonograph records. Prices of durables rose 0.1 per cent as increased prices for furniture, automobile batteries and a number of appliances outweighed reductions for colour television sets, stereo combinations, linoleum and new cars. The rise in the services index was chiefly attributable to increased automobile, television, and shoe repair charges, as well as higher prices for automobile licenses, men's haircuts, laundry and dry cleaning.

## City consumer, March 1972

**The consumer price index advanced in nine regional cities and city combinations,** decreased 0.2 per cent in Toronto, and remained unchanged in Thunder Bay and Winnipeg. Movements in food indexes were mixed, ranging from an increase of 1.1 per cent in Quebec City to a decrease of 1.2 per cent in Thunder Bay. Housing components advanced in all cities as a result of increased rents and higher prices for several home furnishing items. Higher prices for clothing services and footwear contributed to increases in the clothing index in eight cities. Transportation indexes increased in ten cities and health and personal care components registered mixed movements across the country. Price increases for television repairs and phonograph records were mainly responsible for increases in the recreation and reading indexes in nine cities. The tobacco and alcohol indexes were unchanged.

(A consumer price index for a particular regional city measures the movements in prices, faced by consumers, within the specified city. Thus, consumer price indexes for regional cities cannot be used to compare levels of prices between cities.)

## Wholesale, March 1972

**The general wholesale index (1935-39 = 100) advanced 0.8 per cent in March** to 304.2 from the revised February index of 301.7. It was 6.0 per cent higher than the March 1971 index of 286.9. The eight major group indexes were higher.

The non-ferrous metal products group index rose 2.4 per cent to 265.1 from 258.8 on higher prices for copper and its products, lead and its products, and domestic zinc. An advance of 1.8 per cent to 363.9 from 357.4 in the animal products group index reflected price increases for fishery products, fresh meats, livestock, leather, eggs and hides and skins. Higher prices for fertilizer materials, and soaps and detergents were chiefly responsible for an increase of 1.0 per cent to 243.4 from 240.9 in the chemical products group index. The vegetable products group index moved up 0.7 per cent to 241.7 from 240.1 mainly on higher prices for tea, coffee and cocoa, milled cereal foods, grains, raw sugar, and potatoes. An increase of 0.7 per cent to 273.3 from 271.3 occurred in the textile products group index on price increases for cotton fabrics and cotton yarns. Slight advances were recorded for three major group indexes: non-metallic mineral products to 231.0 from 230.6, wood products to 421.6 from 421.0 and iron products to 322.0 from 321.6.



# Labour legislation in 1970-71

## Part 6: Industrial relations

New Brunswick's new Industrial Relations Act, proclaimed in force April 1, 1972, is a complete revision of the former Labour Relations Act. The legislation had been under study for five years. It is based largely on recommendations of a select committee of the Legislature and the Industrial Relations Committee held under the auspices of the University of New Brunswick. The new Act is much more detailed than the previous statute. In revision, the legislators looked to the Acts of other provinces, particularly Ontario, and have adapted certain provisions to the New Brunswick situation.

Highlights of the new legislation include extended coverage; status for voluntarily recognized unions similar to that of certified unions; percentage for obtaining the right to a representation vote and the right to certification without a vote; fresh options open to the Department of Labour in providing conciliation and mediation services; special provisions for the construction industry, including accreditation of employers' organizations and a Construction Division of the Board; new restrictions on the right to strike or lock out, including special provisions applicable to municipal firemen and policemen; regulation of picketing; and recognition of trade unions, councils of trade unions and employers' organizations as legal entities.

The Nova Scotia Trade Union Act was amended to provide for voluntary recognition of trade unions, preventive mediation, and special certification procedures for the construction industry. A Construction Industry Panel of the Labour Relations Board was established and the Board's authority in the matter of successor rights and orders regarding work stoppages was expanded.

Effective August 19, 1971, the Prince Edward Island Labour Act, incorporates the Industrial Relations Act and four employment standards Acts. Changes made in the industrial relations provisions include: extended coverage, in particular to voluntarily recognized unions, speedier certification in the construction industry, earlier notice to bargain, and a mediator as an alternative to a conciliation board. A union applying for certification is required to have majority support rather than having a majority of the employees as members in good standing as previously. Disputes during the life of a collective agreement must be settled by arbitration.

New Brunswick and Nova Scotia have restricted the circumstances under which ex parte injunctions may be granted in labour disputes. Considerable attention was paid to the construction industry. In addition to the provisions already mentioned in the summaries of the New Brunswick, Nova Scotia and Prince Edward Island laws, Québec passed two Acts amending the Construction Industry Labour Relations Act.

Several provinces enacted or amended legislation governing special groups of workers, such as fishermen, teachers, hospital workers, municipal policemen and firemen, and employees of crown agencies. Two provinces passed emergency legislation. The scope of the Saskatchewan Essential Services Emergency Act was broadened to include all labour disputes in the province that threaten the public interest or welfare. This legisla-

tion has since been repealed. Nova Scotia introduced a special law applicable to the construction of industrial plants. The new Federal Court was given jurisdiction over federal boards and commissions.

## Coverage

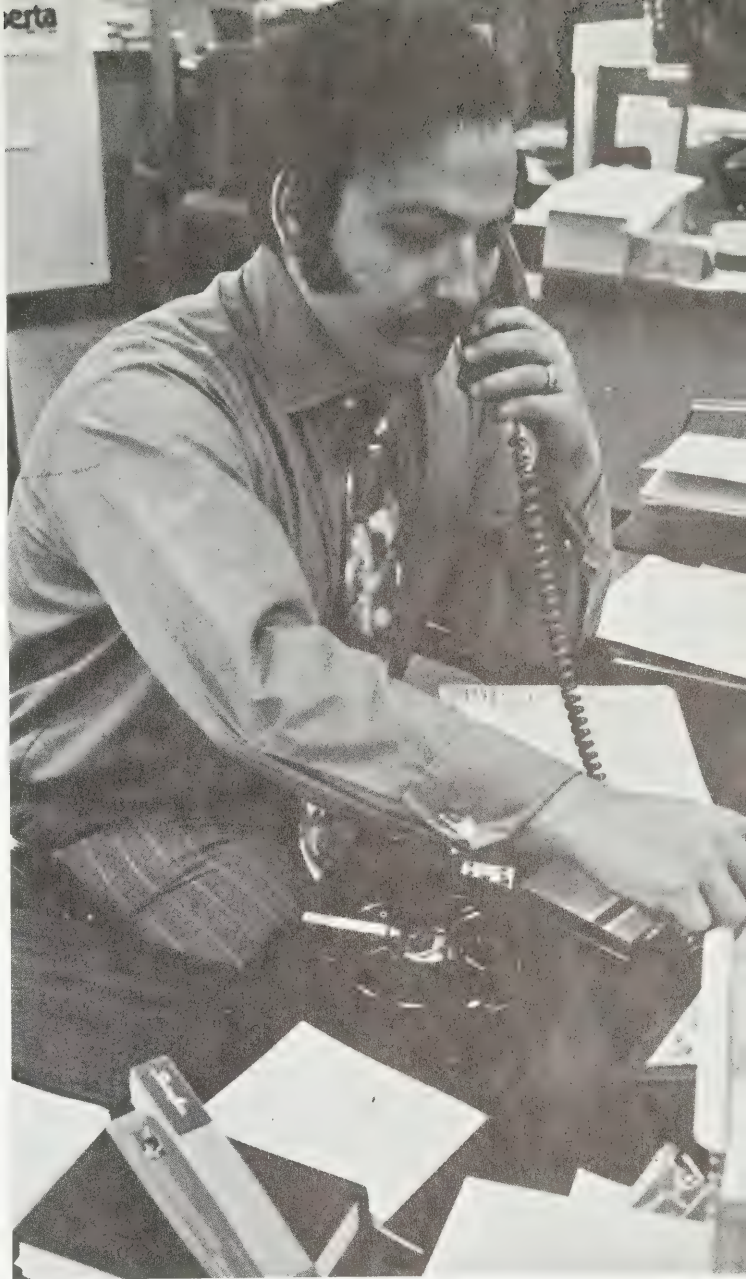
**The coverage of the Prince Edward Island and New Brunswick Acts has been broadened.** Both Acts state that a person does not cease to be an employee solely because he ceases to work as a result of a lockout or lawful strike or as a result of dismissal contrary to the Act or a collective agreement. In New Brunswick, the reference to a "lawful" strike and a collective agreement is new.

The New Brunswick Act no longer excludes members of the medical, dental, dietetic, architectural, engineering and legal professions, agricultural and horticultural workers, or persons engaged in hunting or trapping. Nurses and teachers who were excluded under the former Act are already covered by the Public Service Labour Relations Act. Professional employees may be included in a bargaining unit with other employees only if the Board is satisfied that a majority of the professional employees wish it. Units of agricultural workers must consist of at least five employees.

In Prince Edward Island the definition "employee" (a person employed to do skilled or unskilled manual, clerical or technical work) has been deleted. As a result, the broader ordinary meaning of the term applies under the new Labour Act. The Act no longer excludes agricultural workers, domestic servants, persons employed 24 hours or less a week and summer students. The only remaining exclusions are members of professions and persons who, in the opinion of the Board, exercise managerial functions or are employed in a confidential capacity in labour relation matters. Municipalities and seasonal employers who operate for less than four months a year are no longer excluded from the definition of "employer." Previously, a municipality could elect to be covered by the Act.

## Trade unions

In New Brunswick, in order to be considered a trade union under the Act, a union must now have a written constitution, rules or by-laws setting forth its objectives and membership requirements. This provision was deleted from the Prince Edward Island Act. The Acts of both provinces were made specifically applicable to councils of trade unions. In Prince Edward Island a

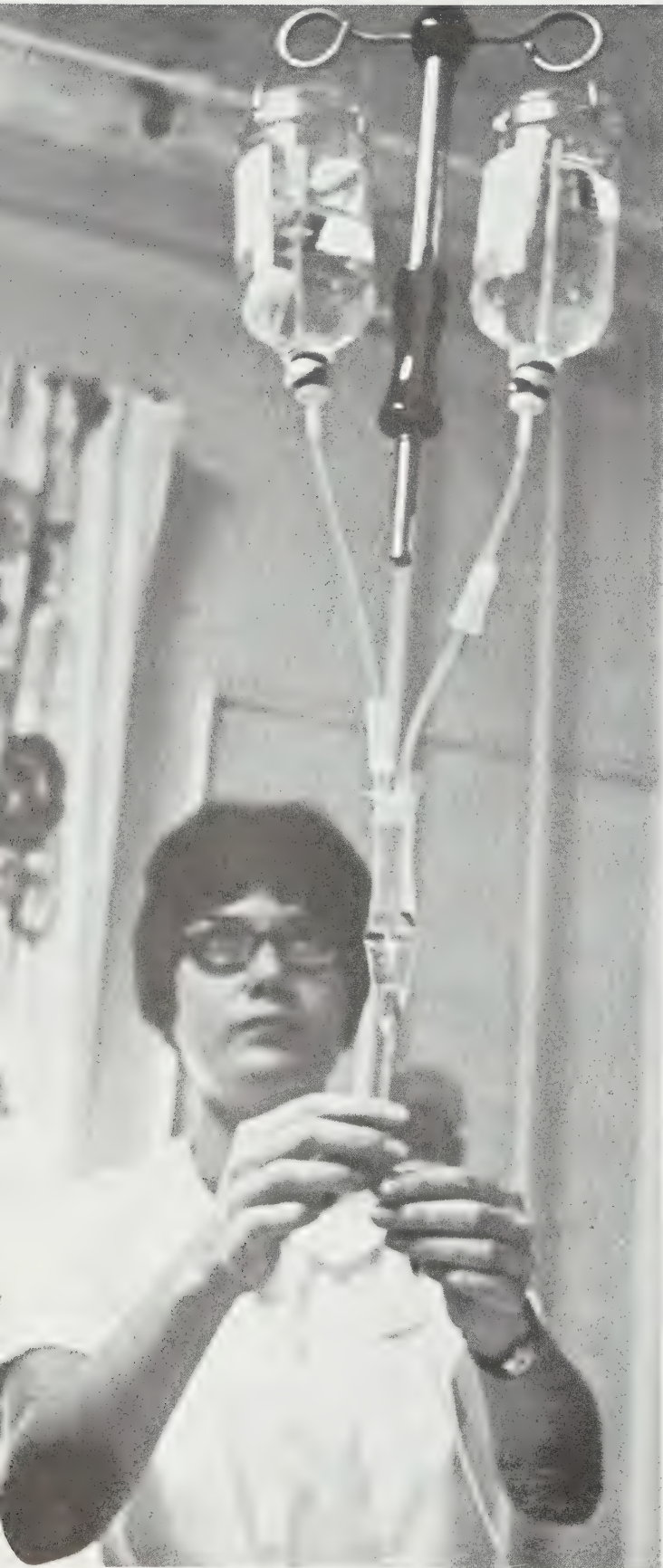


trade union council, by definition, must have been vested with appropriate authority by any of its constituent unions to enable it to discharge its responsibilities as a bargaining agent. In New Brunswick, before certifying a trade union council, the Board must be satisfied that its members have vested it with such appropriate authority.

## Employers

The Prince Edward Island Board is given authority to treat associated or related businesses as a single employer for labour relations purposes. A similar provision was introduced last year in Ontario. The New Bruns-





wick Act identifies the employer in logging operations as the limit holder unless he files with the Board a list of bona fide contractors cutting on the land, who are then considered the employers.

### **Legal entities**

Under the New Brunswick Act, trade unions and employers' organizations are declared legal entities for purposes of suing or being sued or for any purposes of the Act for which provision is not otherwise made.

### **Voluntary recognition**

The Nova Scotia, New Brunswick and Prince Edward Island Acts accord, to unions voluntarily recognized by the employer, a status similar to that of certified unions. The nature of the status differs in each of the three provinces.

In Nova Scotia, an employer and a trade union may sign an agreement recognizing the union as the exclusive bargaining agent for a unit of employees defined in the agreement. The filing of the recognition agreement with the Board confers upon the voluntarily recognized union the same status as a certified bargaining agent, and the provisions of the Trade Union Act to apply to it.

This official recognition cannot be obtained if another union has applied for certification. A 1971 amendment prohibits also recognition where the union does not represent a majority of the employees. The Board is to decide any question regarding majority status and any related question on the application of a trade union. Where an employer has posted a copy of the recognition agreement, the application must be made within 30 days.

The New Brunswick Act also makes provision for the signing of recognition agreements. The Act is worded in such a way that most of its provisions apply to voluntarily recognized unions. In several instances special procedures are established for such unions, e.g., revocation of bargaining rights. The dispute settlement procedures are made available to unions and employers who have signed a recognition agreement and are negotiating a first collective agreement.

Although the Prince Edward Island Act makes no overt reference to voluntary recognition, it also is worded in such a way that most of its provisions apply to voluntarily recognized unions. Because, in effect, a union obtains recognition by entering into a collective agree-

ment, dispute settlement procedures are available to such unions only during negotiations for a second or subsequent agreement.

Under the earlier Nova Scotia and New Brunswick Acts, some provisions applied to recognized unions. For instance, all bargaining agents bound by a collective agreement were protected from challenge, in that application for certification could be made only during the last two months of an agreement, and dispute settlement procedures were available during negotiations for renewal of an agreement. The Prince Edward Island Act applied essentially to certified unions.

**Application for certification**

In New Brunswick, as before, application for certification may be made by a union claiming as members in good standing a majority of the employees in an appropriate unit. This provision has been reworded in Prince Edward Island. Application may be made by a union claiming that a majority of employees in the unit wish the union to be certified as their bargaining agent.

**Both Acts, and particularly the New Brunswick Act, outline in detail the time periods during which application for certification may be made.** These periods vary according to the bargaining situation in the unit, for example, whether there is a certified bargaining agent or collective agreement or not. The length of the agreement is also a factor. No application may be made during a lawful strike or lockout, except with the consent of the Board in Prince Edward Island or, in New Brunswick, until six months after the beginning of a strike or lockout or seven months after the right to strike or lockout has been acquired, whichever is earlier.

**Certification**

In order to be certified under the Prince Edward Island Act, a trade union must satisfy the Board that a majority of the employees in an appropriate unit wish the applicant union to be certified as their bargaining agent. In order to determine the wishes of the employees, the Board may take whatever steps it deems appropriate, including the taking of a representation vote. Previously, in order to be certified a union had to have a majority of the employees as members in good standing. Only persons who had been employed for at least 30 calendar days could take part in a representation vote.

In determining what constitutes a majority of the employees, the Board may consider an increase in the number of employees in the unit after the application for certification was made, or an anticipated increase.

Certification is prohibited if the union discriminates against any person because of his race, creed, colour, sex, nationality, ancestry or place of origin or, as previously, if the union is employer-dominated. Reference to unions whose administration, management or policy is contrary to the public interest has been deleted.

In New Brunswick a trade union is entitled to a representation vote if it can demonstrate that not less than 40 per cent of the employees are members in good standing. Where the Board is satisfied that the union has a majority, it may certify without a vote. Certification is automatic for unions that can demonstrate more than 60 per cent membership. Where a vote is taken and more than 50 per cent of the eligible voters vote in favour of the trade union, the union must be certified. Employees who are absent from work during voting hours and who do not cast their ballots are not to be counted as eligible voters.

The Board has final authority to decide whether a person is a member in good standing of a union. Employees who have applied for membership in the union and have paid at least \$1 in dues are to be included as members in good standing. The Board is authorized to make its decision without regard to the eligibility requirements of the union constitution, where it is satisfied that the union has established the practice of admitting members without regard to these requirements. The New Brunswick Board is empowered also to recognize “mixed crews.” It may include in a bargaining unit persons who, as part of a work crew or team, perform the skills of more than one craft.

**Both provinces have made provision for a pre-hearing vote at the request of the union.** Where certification is refused, the New Brunswick Board has authority to set the time which must elapse before the union may again apply for representation of the same unit. A similar provision already existed in the Prince Edward Island Act.

**Effect of certification**

A section has been added to the Prince Edward Island Act providing that a newly certified union replaces an existing bargaining agent and is substituted as a party to an existing collective agreement. The former New Brunswick Act already contained such a section, which further provided that the collective agreement could be terminated upon two months notice to the employer. The agreement may now be terminated at any time by



mutual consent, or upon notice by the trade union. The time for giving the notice varies with the term of the collective agreement. The Board may give consent to terminate the agreement at an earlier time. Both Acts make provision for application to amend a certification order.

### **Notice to bargain**

In Prince Edward Island notice to bargain for the renewal of an agreement is to be given during the period prescribed in the agreement or, where the agreement is silent on the matter, at least two months before the end of the agreement. Negotiations must begin within 20 days, or a longer period agreed to by the parties. Previously, notice could be given during the last two months of the agreement and negotiations had to begin within 15 days, or a longer period agreed upon.

In New Brunswick, where notice has been given for a first collective agreement and where the bargaining agent requests it, the employer must furnish a statement of the classifications of employees in the unit, with the number of persons and rates of pay within each classification. Where there are no classifications, he must provide a list of all the employees in the unit with their rates of pay.

Notice for the renewal of a collective agreement may be given between the 90th and 30th day before the expiration of the agreement, rather than during the last two months of the agreement. Collective agreements may provide for a longer notice period. Where the parties to a collective agreement renew the agreement upon less than the notice required, the Board may, on application, require the parties to show cause why the agreement should not be cancelled and another union permitted to apply for certification.

### **Altering working conditions**

In New Brunswick, employers are forbidden to alter any rights, privileges or duties of the employer or employees without the consent of the trade union from the time an employer is notified by the Board that an application for certification is pending until the application is dismissed or notice to bargain is given. As previously, a similar prohibition applies from the time notice to bargain is given until the parties have concluded a collective agreement or the right to strike or lock out has been acquired. The latter provision has been reworded and made applicable to trade unions as well as employers.

Where notice to bargain for the renewal of an agreement has been given and no collective agreement is in force, any differences as to whether this provision was complied with are to be referred to arbitration as if the agreement was still in operation.

The Prince Edward Island provisions in this regard have been reworded. Working conditions must not be altered without the consent of the Board while certification is pending or without the consent of the trade union during collective bargaining. Formerly, consent "by or on behalf of the majority of employees" was required.

### **Employer and union groups**

The New Brunswick Act introduced special provisions applicable to non-accredited employers' organizations and uncertified councils of trade unions in order to clarify multiple bargaining situations. These provisions are described below in terms of employer organizations; equivalent provisions apply to trade union councils.

**Notice to bargain given by an employers' organization that has a collective agreement is deemed to be given on behalf of all its members, including an employer who has ceased to be a member but has not notified the union of this fact.** An employers' organization that begins collective bargaining must deliver a list of the employers on whose behalf it is bargaining to the trade union, to each employer on the list and to the Board. If this is not done, it is deemed to bargain for all its members, unless an employer notifies the union within 14 days of notice to bargain that he will not be bound by the agreement. An employer who withdraws from an employers' organization remains bound by any agreement in force at the time of withdrawal.

### **Termination of bargaining rights**

The new Prince Edward Island Act introduces time limits during which application for revocation of certification may be made. These limits are similar to those which govern application for certification. In New Brunswick, detailed time limits are established for application of termination of bargaining rights (certification and voluntary recognition).

### **Conciliation and mediation**

In Prince Edward Island the Minister may appoint a conciliation board where a conciliation officer fails to bring about agreement. Previously, the board could also

be appointed "in any other case." Instead of appointing a conciliation board, the Minister may now appoint a mediator, who is to have the same powers as a conciliation board.

In New Brunswick, as under the previous Act, on the request of a party or upon his own initiative, the Minister may appoint a conciliator, and subsequently a conciliation board where the conciliator has failed to bring about agreement. He must now notify the parties within 7 days of the request whether he deems it advisable to appoint a conciliator and within 15 days whether he will appoint a conciliation board.



A mediator may be appointed instead of, or in addition to, a conciliator. The Minister may appoint a mediator at any time before he has appointed a conciliation board or has advised the parties that a board will not be appointed. Where conciliation has not led to a collective agreement within 15 months, another conciliator may be appointed at the joint request of the parties.

### **Preventive mediation**

**Both Nova Scotia and New Brunswick have provided for preventive mediation, making skilled assistance available at an early stage of the collective bargaining process.** The Minister may appoint a mediation officer whenever he is satisfied that the officer could settle or prevent a labour-management dispute.

In certain circumstances, the mediation officer may report as if he were a conciliator. This may be done with the consent of the Minister where the officer is unable to settle a collective bargaining dispute. In New Brunswick, the appointment of a mediation officer does not affect any right to strike or lock out, except where he is reporting as a conciliator.

### **Collective agreements**

Under the New Brunswick Act, every collective agreement must recognize the trade union, council of trade unions or accredited employers' organization that is a party to the agreement as the exclusive bargaining agent for the employees or employers in the unit. Where this provision is lacking, it may be added by the Board on the application of either party.

Collective agreements must be written, duly ratified where ratification is required, and filed with the Minister and the Board. Any subsequent revision must also be filed. There must be only one collective agreement at a time for a bargaining unit. A collective agreement must not be terminated before it ceases to operate in accordance with its provisions or before it may be terminated under the Act, except with the consent of the Board on the joint application of the parties. An agreement made for a term of more than one year may be terminated, however, at any time after the first year by consent of the parties or at the end of the final year upon two months notice.

### **Final settlement clauses**

The final settlement clause was amended in both Prince Edward Island and New Brunswick. The Prince Edward Island Act requires that every collective agreement pro-



vide for the final and binding settlement by arbitration, without stoppage of work, of all differences arising out of its interpretation, application, administration, operation or alleged violation, including whether any matter is arbitrable. Where such a provision is missing, the arbitration section of the Act, which provides for a three-member board as a final step, will apply.

Where, in the opinion of the Board, the arbitration provisions of the agreement are inadequate or the provisions of the Act unsuitable, the Board may modify them on the application of either party. The arbitration board must report within 21 days of the appointment of its chairman. As in several other provinces, arbitrators are authorized to substitute another penalty where an employee has been discharged or otherwise disciplined for cause and the collective agreement does not provide a specific penalty for the infraction.

The provisions of the New Brunswick Act are similar, except that settlement "by arbitration or otherwise" is mandatory. Ontario is the only other province to refer solely to arbitration. The New Brunswick board must report within three months of its appointment, or a longer period if the parties agree. Arbitration awards may be made enforceable as orders of the Supreme Court.

Where a collective agreement is no longer in operation and notice to bargain has been given, the final settlement provisions are to continue in effect until the right to strike or lock out has been acquired. The Acts of both Prince Edward Island and New Brunswick formerly provided that where a final settlement clause was absent from a collective agreement, it could be prescribed by the Board on the application of either party.

### Strikes and lockouts

Collective agreements in both New Brunswick and Prince Edward Island must provide that **there will be no strikes or lockouts as long as the agreement continues to operate**. In default of such a clause, a provision to this effect in the Act will apply.

The Prince Edward Island provisions governing strikes and lockouts are clarified. As previously, work stoppages are prohibited until conciliation has been completed and, in case of a strike, a majority of the employees have voted in favour of a strike. A strike vote may now be taken 21 days after the report of the conciliation officer has been filed, or, where a conciliation board or mediator is appointed, seven days after the filing of that report.

The New Brunswick strike and lockout provisions were extensively amended. The definition of "strike" and "lockout" were changed. Under the revised redefinitions "strike" includes: a cessation of work; a refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding; or a slow-down or other concerted activity on the part of employees designed to restrict or limit output. No act or thing required by the provisions of a collective agreement for the safety or health of employees, however, shall be deemed to be an activity intended to restrict or limit output. "Lockout" includes: the closing of a place of employment; a suspension of work; a substantial alteration in the normal pattern of operation in a place of employment; or a refusal by an employer to continue to employ a number of his employees, done with a view to compel or induce his employees, or to aid another employer to compel or induce his employees, to refrain from exercising any rights or privileges under this Act or to agree to provisions or changes in provisions respecting terms or conditions of employment or the rights, privileges or duties of the employer, the employers' organization, the trade union, the council of trade unions or the employees.

**Strikes and lockout are prohibited until seven days after one of the following circumstances occur:** the Minister announces that he does not consider it advisable to appoint a conciliator or mediator; he likewise decides against the appointment of a conciliation board following conciliation or mediation; or he releases the report of the conciliation board to the parties.

A strike cannot take place until a majority of the employees in the bargaining unit affected have voted in favour of a strike; or a majority of the members of a trade union or council of trade unions affected have voted in favour, and this majority includes a majority of the employees in the bargaining unit. In the former case, only employees who have been employed for three months may vote, and persons absent from work are not to be counted as employees. A favourable strike vote does not bind a bargaining agent, trade union or employee to strike.

A lockout vote must be held where two or more employers, or the members of an employers' organization, whether accredited or not, are involved. A lockout may take place if a majority of the employers who employ a majority of the employees vote in favour of the lockout. Only employers who actually vote are to be included in determining this double majority.



Before a strike or lockout may commence, the other party must be given 24 hours notice. The threatening of an unlawful strike or lockout is prohibited. The Board is authorized to inquire into an allegation made by one of the parties that a strike or lockout is illegal.

### Picketing

A new section of the New Brunswick Act prohibits picketing unless it is associated with a legal strike or a lockout. During a lawful strike or lockout members of the trade union or persons authorized by it may picket the employer's place of business, operations or employment, so long as they do not engage in otherwise unlawful acts. They may persuade or attempt to persuade persons not to enter the employer's premises, deal in or

handle his products or do business with him. All other picketing is prohibited. There are similar provisions in the Alberta, British Columbia and Newfoundland laws.

### Successor rights

In line with the current trend, Nova Scotia, Prince Edward Island and New Brunswick empowered their respective Boards to decide whether a union has acquired successor rights. In New Brunswick similar provisions apply to employers' organizations. **All three provinces enacted also provisions governing the transfer of a business from one employer to another, similar to those in Ontario** The former Nova Scotia provisions were pri-



marily directed at a sale or transfer for the purpose of avoiding certification or an existing collective agreement.

### **Jurisdictional disputes**

The provisions authorizing the Nova Scotia Board to issue cease and desist orders regarding work stoppages caused by unlawful strikes or lockouts or jurisdictional disputes were amended. The Board may issue an order requiring compliance, upon complaint by any person claiming to be involved in or affected by a stoppage of all or any part of normal work activity. The complaint may be made by a trade union, employee, employer, employers' organization, and any agent, attorney or counsel for any of these persons or groups. Previously, a complaint could be made only by a trade union or employer in circumstances where a stoppage involved all or a substantial part of the normal activity.

An interim order or a decision of the Board, made after a hearing, has the force of law and is binding on the persons involved in or affected by the work stoppage. Failure to comply with such an order is an offence under the Act. The Act no longer requires filing of an order with the Supreme Court to ensure compliance.

In the case of a jurisdictional dispute, an interim order or decision may direct the assignment of work to employees of a specific trade or craft or a specific trade union. This occurs unless an agreement respecting the assignment of work between the employer and the union or unions involved in or affected by the dispute is filed with the Board, or the dispute is submitted to a tribunal or to arbitration for a final decision. The latter exception is new.

A complaint may now also be made where a person has reasonable grounds for believing that a work stoppage as a result of a jurisdictional dispute is likely to occur. Where the Board is satisfied that a work stoppage is likely to occur, it may issue an interim order directing the assignment of work. A trade union, employer or employers' organization involved may apply to the Board for a review of such a preventive interim order. The Board is then required to hold a hearing and may confirm, vary or revoke the interim order.

New Brunswick has made detailed provision for the settlement of jurisdictional disputes. The Board may inquire into a complaint regarding work assignment and direct what action must be taken. The direction may be

made binding on the parties for existing or future jobs in such a geographic area as the Board deems advisable and the Board may alter bargaining units. Parties bound by a collective agreement containing provisions for referral of work assignment disputes to a tribunal may not make a complaint.

**A private settlement procedure is established for jurisdictional disputes in the construction industry.** Every trade union or council of trade unions and employer or employers' organization must file with the Board the name of a resident of New Brunswick authorized to act as its jurisdictional representative by a date to be established by regulation or within 15 days of signing a collective agreement, whichever is later.

Upon receiving a complaint, the Board must immediately notify the representatives, who must meet forthwith and report within 14 days. The Board cannot proceed with an inquiry until this period has elapsed. Instead of designating jurisdictional representatives, a union and employer may make arrangements to resolve their differences by reference to a tribunal. The Board must postpone an inquiry until the difference has been dealt with in accordance with the arrangement.

Where a jurisdictional tribunal or representatives have not been designated or where the designation is inappropriate or inadequate, the Board may (upon complaint and application) prescribe an appropriate tribunal, having regard to the established practice of the industry concerned. Where a complainant alleges that a strike is imminent or taking place, the Board may make an interim order regarding the assignment of work.

The unanimous decision of jurisdictional representatives must be filed with the Board. The Board must embody the decision of the jurisdictional representatives in an order, and may do so for the decision of a tribunal. All Board orders regarding jurisdictional disputes may be filed with the Supreme Court, upon which they become enforceable as orders of the Court.

### **Unfair labour practices**

The sections of the New Brunswick Act outlining prohibited practices were expanded and parallel provisions were made applicable to trade unions and employers. Several changes were also made in the Prince Edward Island provisions. Some of the more significant of the new provisions are described below.

In New Brunswick, bargaining and collective agreements with a union where another union already has bargaining rights are prohibited. Employers' organizations, trade unions and councils of trade unions are forbidden to expel, suspend or impose penalties on members for refusal to participate in an unlawful lockout or strike. Reprisals against complainants and persons participating in proceedings under the Act are also made unfair practices.

In Prince Edward Island, the clause prohibiting an employer from participating in, or interfering with the formation or administration of, a trade union was reworded. An employer is now forbidden to participate in or interfere with the formation, selection or administration of a trade union or other labour organization; or the representation of employees by a trade union or other labour organization.

An employer does not violate the provisions of the Act if he expresses his views on collective bargaining or the terms and conditions of employment as long as he does not use coercion, intimidation, threats or undue influence; provides free transportation to trade union representatives for collective bargaining purposes; permits the use of his premises for trade union business; or, as previously, permits employees or trade union representatives to confer with him or attend to union business without deductions in pay. **Failure to bargain collectively in accordance with the Act and the calling, authorizing, counselling, procuring, supporting, encouraging or engaging in an unlawful strike or lockout are made unfair practices.**

New Brunswick introduced provisions governing the checkoff of union dues. An employee is protected against dismissal under the terms of a union security provision in cases where he has been expelled or suspended from or denied membership in the union because of membership in another union, activity against the union or on behalf of another union, or been discriminated against in the application of union membership rules where he is qualified to engage in the trade or work and is otherwise eligible for membership. This provision does not apply where the employee has engaged in unlawful activity against the union or where his activity against the union or on behalf of another union has been instigated by the employer or where the employer has participated in the activity or contributed financial support to it. Where an employee is required to belong to a specified trade union, his membership must not be subject to different terms and conditions than are generally applicable.

Certain restrictions are placed on a voluntarily recognized union as regards union security provisions, except in the construction industry. The union must have 55 per cent membership unless it has had a collective agreement for at least a year or the employer, with whom it has a recognition agreement, becomes a member of an employers' organization that is bound by a security clause.

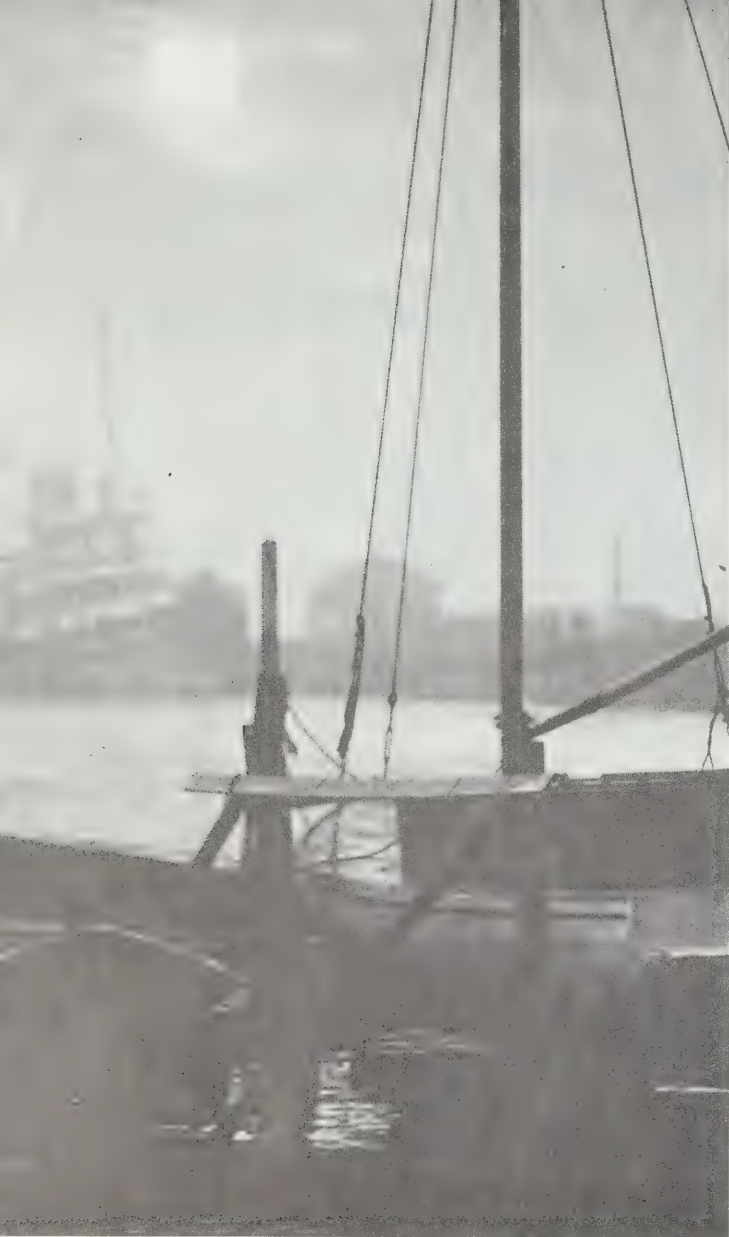
The Prince Edward Island union security provisions have been reworded. Collective agreements may contain provisions granting preference in employment to the members of a specified trade union or requiring the payment of dues or membership in a specified union as a condition of employment. A bargaining agent must not require an employer to discharge an employee for non-membership if such membership is not available to the employee on the same terms and conditions generally applicable.

In New Brunswick, trade unions are guaranteed right of access to employees who reside on land owned or controlled by the employer or a person owning or having an interest in land. The Board may issue a permit to union representatives for any purpose relating to the formation, organization, selection or administration of a trade union or for soliciting membership.

**Jurisdiction over unfair practices complaints is transferred from the courts to the Board.** The Chief Executive Officer may inquire into the complaint and endeavour to reach a settlement. Alternatively, he may appoint (with the Minister's consent) a conciliator, inquiry officer or any other person to conduct the inquiry or he may refer the matter to the Board. A complaint must be made within 60 days but the Board may reject a complaint that is without merit. The Board may issue a cease and desist order and orders requiring the employer and the trade union to rectify the problem. The order may require the hiring or reinstatement of an employee, with or without compensation, or compensation in lieu of hiring or reinstatement. All such orders may be made enforceable as orders of the Supreme Court by filing with the Court.

The Prince Edward Island unfair labour practices enforcement procedures were amended. The Board may hold a hearing rather than being required to do so. The Board is authorized to direct an employer to hire, as





well as reinstate a person. The burden of proof that an action was taken for good and sufficient reason and not in violation of the unfair practices section is placed on the person charged.

### Boards

The New Brunswick Labour Relations Board has been reconstituted as the Industrial Relations Board. It is to consist of a chairman, one or more vice chairmen, and members and alternate members equally representative of employers and employees generally, and in the construction industry in particular. Divisions of the Board, in addition to the Construction Division, are possible. The chairman and vice-chairmen are to be appointed

for a maximum term of 10 years and the other members for a maximum term of four years. Previously, the Board could be made up of a chairman, an alternate chairman and a maximum of four members, and it could sit in two Divisions.

The powers and duties of the Board are set out in detail. Provision is made for the appointment of Chief Executive Officer, who is to be a member of the Executive Committee. He must report annually to the Minister regarding the activities of the Board. The decisions and orders of the Board are not subject to review in any court. A similar provision was introduced in Prince Edward Island, where the Board's decisions were formerly subject to review by the Supreme Court. In Prince Edward Island, the Board may provide, by regulation, for the appointment of one or more vice-chairmen from among its members.

### Enforcement

In Nova Scotia, it is an offence not to comply with an interim order or a decision of the Board concerning an unlawful strike or lockout or a jurisdictional dispute, or with the decision of an arbitrator under the provisions for final settlement of disputes in the construction industry. As well, **it is now an offence not to comply with Board orders made after inquiry into complaints of unfair labour practices or of failure to bargain collectively.** The penalties are the same as those established for general offences under the Act. In unlawful strikes or lockouts and in jurisdictional disputes, each day of non-compliance constitutes a separate offence. It is no longer required for enforcement that Board orders in unfair labour practice cases or interim orders regarding strikes or lockouts and jurisdictional disputes be filed with the Supreme Court.

The Act further provides that any person entitled to payment of a sum of money awarded in any Board order or by an arbitrator in the construction industry may recover the amount owing by civil action. The fines provided for in the Act were considerably increased.

In Prince Edward Island, one penalty is instituted for violations of the Act or any decision or order under the Act, including Board orders regarding unfair labour practices and arbitration awards. Each day of violation constitutes a separate offence.

In New Brunswick, a procedure is introduced for inquiry into unfair practices complaints (already described) and into complaints regarding failure to bargain as required by the Act. In the latter case, the

complaint is to be made to the Minister, who may refer it to the Board for inquiry. The Board may dismiss the complaint or issue an order requiring compliance. Failure to comply with the order may lead to revocation of certification or accreditation, or termination of other bargaining rights. The maximum fines established under the Act have been increased, and each day of violation constitutes a separate offence. A one-year limit is placed on prosecution.

### **Construction industry**

**Nova Scotia and New Brunswick have provided for a special division of the Labour or Industrial Relations Board to deal with the construction industry.** The Nova Scotia Construction Industry Panel is to consist of three members, one of whom is to be chairman. The chairman may be appointed a vice-chairman of the Board. Three alternate members may also be appointed, or a member of the existing Board may be designated to act in the absence of the chairman or a member or in the case of a vacancy. The Panel may make its own rules and has final authority to determine whether a matter relates to the construction industry.

The size of the New Brunswick Construction Division is not specified in the Act. Its members and alternate members are to be equally representative of employers and employees in the industry and one of the vice-chairmen of the Board is to be designated as chairman of the Division. The Chairman of the Board, however, may shift assignments between members of the Board and the Division.

The powers of the Division are similar to those of the Nova Scotia Panel. Where a matter does not relate to the construction industry, the Division must decline jurisdiction. The Board or any division of it may, on the other hand, act in a matter relating to the construction industry.

### **Accreditation**

New Brunswick has introduced an accreditation system for employers in the construction industry similar to the one in effect in Ontario. Exclusive collective bargaining rights will be granted to an employers' organization which is able to demonstrate majority support among unionized employers in a particular geographic area and industrial sector.

**Alberta and British Columbia have also provided for accreditation, although in British Columbia, accreditation is not restricted to the construction industry.** An em-

ployers' organization in the construction industry may apply to the Industrial Relations Board for accreditation as the sole bargaining agent for a unit of employers.

A bargaining unit of employers is to consist of all the employers in a geographic area in a particular sector of the industry in respect of whose employees a trade union (or council of trade unions) has bargaining rights. The Board will determine what constitutes an appropriate unit of employers for collective bargaining purposes, and may combine geographic areas, sectors of the industry, or both, or parts of them.

In order to be accredited, the organization must represent a majority of the employers in the area and sector. In addition, the majority of employers thus represented must have in their employ the majority of employees represented by the trade union. The Act outlines the tests that the Board must apply to determine this double majority.

Before granting accreditation, the Board must satisfy itself that the employers' organization will be able to carry out its obligations. It must be a properly constituted organization and its members must have vested it with the necessary authority. The Board may postpone its decision on the application to allow the employers time to vest appropriate authority in the organization. **Accreditation is prohibited where there has been union participation in the formation or administration of the employers' organization.** The accredited organization has exclusive bargaining rights for all employers in the bargaining unit and a collective agreement entered into by the organization and the trade union is binding on such employers and their employees.

Any employer in the unit may apply to the Board for a declaration that the accredited organization no longer represents the employers in the bargaining unit only during the last two months of the term of a collective agreement, or alternatively, where no collective agreement has been made in the one year following accreditation, at any time after this one-year period. Where notice to bargain as required by the Act has not been given, or collective bargaining is not commenced or is interrupted, an application may be made by any employer, trade union, council of trade unions or employee concerned in the matter. When accreditation is termi-



nated, the collective agreement ceases to operate and the union may give notice to bargain to any employer in the unit.

An employer who is represented by an accredited employers' organization must comply with the directives of the organization regarding a strike or lockout, provided the directive is not contrary to any provisions of the Act. Agreements between the union and individual employers in the unit to provide employees during a legal strike or lockout are prohibited. The Act does not prevent the employer from attempting to carry on his business during a strike or lockout.

In Ontario, Bill 167, which provided for accreditation of employer associations in the construction industry, went into force on February 15, 1971. An attempt was made to extend existing collective agreements for one year in order to implement the accreditation system.

#### **Certification and other matters**

In Nova Scotia, application for certification may now be made to the Construction Industry Panel by a trade union having as members at least 35 per cent of the employees in the unit applied for. Formerly, an application was permitted only where the union claimed to have the support of a majority of the employees.

The Construction Industry Panel must determine immediately if the unit applied for constitutes an appropriate unit and the percentage of union members in good standing in the unit. In determining this percentage, the Panel may require the employer to file a list of his employees, verified by statutory declaration, together with any other information regarding the employees that it may require.

**After determining that the union has 35 per cent or more, but not more than 50 per cent, of the employees as members, the Panel must immediately hold a vote.** A union with more than 50 per cent membership is to be certified without a vote. Previously, a vote had to be held in every case, after the Board had determined that

the unit was appropriate for collective bargaining. Where a vote is ordered, certification is to be granted if the results of the vote demonstrate that the employees have selected the trade union as their bargaining agent.

As previously, an order of certification must be issued forthwith, and the order constitutes notice to commence collective bargaining. Where the Panel is not satisfied that the trade union is entitled to be certified, it must issue an order dismissing the application, and may establish the lapse of time before the union may again apply for certification for the same bargaining unit. Provision is now made for review of an order dismissing the application for certification. The Panel must hold a hearing at the request of the union, and may revoke the order.

The Panel is authorized to limit applications for certification to designated geographic areas. It may designate the whole province or any part of it as a geographic area. Previously, "construction industry" was defined in such a way as to restrict bargaining units established under the special construction industry certification procedure to on-site employees.

The Trade Union Act now requires that every collective agreement contain provisions for the final settlement of disputes arising during the life of the agreement, by arbitration or otherwise. The usual procedure is the appointment of a three-member board. A different procedure is made applicable to the construction industry.

**If the parties cannot resolve a dispute, they must agree on the appointment of a single arbitrator by midnight of the day on which the dispute arises.** When one of the parties advises the Minister that this has not been done, the Minister may appoint an arbitrator. He is also authorized, with the written consent of the parties, to appoint an arbitrator for the term of a collective agreement or for a term specified in the appointment.

The arbitrator must render his decision within 48 hours, unless the parties agree to a longer period, and he must report to the Minister. The decision of the arbitrator may require compliance with the collective agreement in the manner stipulated and the reinstatement of a dismissed or suspended employee, with or without compensation. It is an offence not to comply with an arbitrator's decision. The costs of arbitration are to be shared by the parties and the Department of Labour, a third to be paid by each, in accordance with a scale of fees and expenses approved by the Minister.

The scope of the construction industry in New Brunswick is extended to include off-site employees commonly associated with on-site employees in work or bargaining. Bargaining units are to be geographic areas, consisting of a part of, or the entire province. A unit may be confined to a particular project only where circumstances warrant it. Upon receiving an application for certification, the Board must immediately determine whether the unit is appropriate for collective bargaining and whether the union has a majority in the unit. If satisfied on these points, it must certify the union forthwith.

In determining the number of employees and union members in the unit, the Board need not consider any increase in the number of employees after the application for certification was made. In order to determine the percentage of union members, the Board may require the employer to file a list of employees, verified by statutory declaration, together with any other information it requires. The Board may certify a union or reject the application without a hearing. In the latter case, it may set a time limit barring further applications by the union for the unit. A hearing must be held at the request of the employer or other union.

Any employee in the unit may apply to the Board for a declaration that a certified or recognized union no longer represents the employees in the unit, where no collective agreement has been concluded within six months. A similar application may be made in the case of a recognized union between the 10th and 12th months of the term of the collective agreement.

Negotiations must begin within 10 days of notice to bargain. The conciliation period (14 days) may be extended by agreement of the parties. It may also be extended by the Minister on the advice of the conciliator or mediator so that agreement may be reached within a reasonable period. A conciliation board must report within seven days; the time limit may be extended by 15 days or longer. A collective agreement between an employer and a certified or recognized union is to be valid, despite the fact that there were no employees in the unit at the time it was entered into.

**Prince Edward Island has also introduced a special certification procedure for the construction industry**, applicable to on-site employees. Upon receiving an application for certification, the Board must immediately determine if the unit is appropriate and if the majority of the employees wish the trade union to be certified as their bargaining agent. If satisfied regarding these matters, the Board must issue the certification order at once, without holding a hearing. The employer may appeal the order within 10 days, upon which the Board must conduct a review. The bargaining unit may be a geographical area, and need not be confined to a particular site or project. The certification order constitutes notice to bargain and bargaining must begin within 10 days or a longer period mutually agreed on.

### Québec construction

The Québec Construction Industry Labour Relations Act provides for multi-trade and multi-party bargaining in the construction industry on a regional or provincial basis. The five employer and two employee associations recognized by the Act as representative must negotiate a single agreement which will then be adopted as a decree by order of the Lieutenant-Governor in Council.

Failure to reach agreement during the second round of bargaining in 1970 led to strikes and the enactment of back-to-work legislation. Under the terms of this law, when agreement was not reached on all matters, **the Government adopted a decree, effective January 1, 1971, that set employment conditions for the industry until April 30, 1973.**

Bill 68, which went into force December 19, 1970, made some necessary amendments to the main Act to clarify and facilitate the administration of the decree. The scope of the Act was modified and provision made for the appointment of a building commissioner and an advisory committee to settle questions regarding the coverage of the Act. The Minimum Wage Commission was charged with the administration of the decree for a limited period. The provisions permitting special negotiations for large construction projects were repealed.

The Act may be extended by regulation to cover specified construction-related work. A regulation was issued on January 2, 1971 concerning the installation, repair



and maintenance of machinery and equipment; work done partly on the job site and partly in the shop; and the transportation of employees.

Decrees are administered by parity committees. The administration of the current decree was entrusted, however to the Minimum Wage Commission until June 30, 1971 at the latest. This period was extended by Bill 55 (in force July 1, 1971) until a Construction Industry Commission is established. The 14-member Commission is to consist of six members designated by representative employee associations, six by the employer associations, one by the Minister of Labour and Manpower and a chairman designated by the employer and employee representatives. This Commission is to be a corporation with powers similar to those of parity committees set up under the Collective Agreements Act. It is to have an office in each region referred to in the decree.

A Construction Industry Social Benefits Committee will also be established, to administer the insurance and superannuation provision of any construction decree. Previously, this was entrusted to the joint advisory committee established under the Supplemental Pension Plan Act.

The Collective Agreement Decrees Act contains penalties for failure to properly carry out the provisions of a decree. Similar but more severe penalties were inserted in the Construction Industry Labour Relations Act. Considerable increases were also made to the fines for unlawful dismissal and for rebates reducing wages.

**In the case of a bankruptcy or winding up order, the directors of a company are personally liable for up to six months wages due.** They must be sued within six months of the judgment acknowledging that the salary is due.

As of August 2, 1969, only certified associations could enter into collective agreements under the Labour Code. In 1970, recognized associations representing staff members and other employees of Hydro Québec or the City of Montreal, who had made a collective agreement, were deemed certified associations until January 1, 1972. An amending Act provides that these associations are to be permanently exempted from the provision requiring certification.

A new regulation concerning the quantitative control of manpower in the construction industry was passed effective August 7, 1971. It replaces the General Regu-

lation respecting job security in the construction industry. Its provisions cover such areas as employee-employer inventory, work permits, admission of new employees and right of appeal.

The Construction Industry Commission, the body responsible for the observance of the Decree respecting the Construction Industry, must draw up and maintain for each region in particular and all regions combined, a permanent inventory of employers and employees governed by the decree from the data submitted monthly by the employers. The analysis of the inventory indicates monthly and yearly for each region in particular and all regions combined, the number of employers in each specialty and the number of their employees in each trade or occupation; and, regarding specific age groups of employees within every trade or occupation, the number of work permit holders, the average of standard and overtime hours worked, and the number of employees who have worked in the construction industry.

**It is compulsory to have a work permit in order to work in the construction industry.** The employee may hold only one permit and he must have it replaced each time he changes his address. He must produce the permit during working hours, if requested to do so by a representative of the Commission.

As of June 1, 1971 the Commission must issue a work permit to any employee who holds a permit issued by the Department under the previous regulation or who has worked during the preceding 18 months in the construction industry in Québec. The Commission is authorized to rule on all special cases submitted and may also issue a special or temporary permit.

Prior to January 1, 1972 the Commission must lay down standards governing the admission of new employees to the Construction Industry. Pursuant to these standards it must rule periodically on the number of new employees to be admitted by trade or occupation in the industry. When requested, the Department must provide to the Commission a list of persons who obtain a certificate of qualification or apprenticeship booklet in any construction industry or trade. Any person refused a work permit may, within 15 days, appeal to the Minister

who may alter the decision of the Commission. The Commission must submit to the Department a yearly report on the permanent inventory and monthly and yearly reports on the analysis of information obtained through the permanent inventory.

The preamble states that the Department of Labour and Manpower together with the Construction Industry Social Benefits Committee must make a study of methods in view of rationalizing the annual income of employees in the construction industry. Similarly, the Department, together with the Construction Industry Commission, must make a study of a regulation to ensure the enforcement of the provision respecting freedom of association.

## Special groups

Nova Scotia and Newfoundland have made provision for collective bargaining for fishermen who were not covered by the provincial industrial relations Acts because they receive part of the proceeds of the voyage and are therefore regarded as co-adventurers, rather than employees.

**In Nova Scotia, the Trade Union Act was amended, effective March 18, 1971, to include fishermen as employees.** The amendment was passed as the result of a prolonged strike of deepsea trawlermen seeking to obtain voluntary recognition by two companies of the United Fishermen and Allied Workers Union as their bargaining agent. Persons employed or engaged on fishing vessels of all types or in the operation of such vessels on the water are to be covered, whether they are paid in wages or receive a share of the proceeds of the voyage or of the catch in lieu of or in addition to wages.

The Newfoundland Fishing Industry (Collective Bargaining) Act, which went into force on June 6, 1971, **provides for collective bargaining between associations of fishermen and the purchaser of the catch** regarding such matters as the rate of pay for fish. The Act applies to all commercial fishermen not already covered by the Labour Relations Act, i.e., fishermen who are not "employees" within the meaning of that Act. The new Act applies particularly to all self-employed commercial fishermen, including those paid wholly or partly by shares of the catch. The new Act is patterned on the Labour Relations Act and makes similar provisions regarding such matters as certification, dues check-off and strikes.



A Fishing Advisory Board, consisting of three members who are in no way connected with fishermen, operators or their organizations, is to be appointed. Through the Department of Labour this Board is to provide information to the interested parties regarding such matters as fish markets, current prices for fish, and the financial capabilities of operators to pay.

**Amendments to the Saskatchewan Teacher Salary Agreement Act advance the time limits for collective bargaining,** provide for compulsory arbitration where



negotiations have failed, and for the appointment of the same board of arbitration for several negotiation areas.

The amending Act went into force on April 16, 1971. Where a salary agreement is about to expire, notice to bargain must be given no later than September 1 (previously October 15). Where no agreement has been reached by November 25 (previously January 7), the Minister of Education may appoint a conciliator. Where agreement is not reached by January 7 (previously February 15), conciliation is to cease and the conciliator must report to the Minister.

Where conciliation has failed, the Minister may now appoint an arbitration board without the request or consent of the negotiation committees. He must notify the committees immediately and each must provide him with a concise statement of its claims within 10 days. Where negotiations have failed in more than one negotiation area, the Minister may, with the consent of the negotiation committees, appoint as an arbitration board, a board already appointed for another area.

The Québec Act Respecting Collective Negotiations in the Education and Hospital Sectors requires that **collective agreements be negotiated on a provincial level in the educational and hospital sectors during the next round of bargaining** (for all collective agreements going into effect on or after July 1, 1971). Five bargaining tables are established—one in the hospital sector and four in the education sector (teaching and non-teaching staff employed by school boards and by general vocational colleges). The Act identifies the employer and employee associations that are to take part in the negotiations. The Government is to take part in the negotiations on the employer side. The agreements may stipulate that certain matters be settled on the regional or local levels.

The New Brunswick Industrial Relations Act introduced a provision **forbidding municipal firemen to strike**. Unresolved firemen's disputes must be referred to binding arbitration. The Lieutenant-Governor in Council was also empowered to issue an order prohibiting or preventing a strike of municipal policemen and requiring the dispute to be referred to arbitration where the Minister of Labour is of the opinion that adequate provision for the protection of public safety has not been made or is not likely to be made.



Under the Prince Edward Island Labour Act, **disputes involving municipal policemen, full-time firemen and persons employed by a hospital as defined in the Hospitals Act must be referred to binding arbitration**. The Act now expressly forbids these employees to strike or engage in any work stoppage. The provision governing hospital employees has been broadened; the former Act referred to persons required for the maintenance of "essential" hospital services.

The Alberta Firefighters and Policemen Labour Relations Act, governing collective bargaining for municipal firemen and policemen (with binding arbitration as the final step), was amended to provide for a three-member arbitration board. Previously, a five-member board was required unless the parties agreed to a three-member board.



In Manitoba, an Act to amend the Labour Relations Act, effective March 1, 1972, **gave municipal policemen the right to strike**. Police disputes are to be settled by a special mediation procedure and, as a further safeguard, the Lieutenant-Governor in Council may stop or prevent a strike by making a declaration of essential work. The mediation and essential services provisions which already apply to Crown agencies were also amended.

Collective bargaining disputes involving municipal policemen as well as Crown agencies are to be settled by binding mediation, unless one of the parties refuses to accept the award of the mediation board. In such a case, the Lieutenant-Governor in Council is required to hold a hearing and to make an order confirming or varying

the award. Unless a declaration of essential work is made, the bargaining agent is forbidden to take or authorize a strike vote, the employees to strike or the employer to declare or cause a lockout until seven days after the date of the order. Previously, if no declaration of essential work was made, a strike could take place within the 60-day period after the results of a Board-supervised strike vote were announced.

The mediation provisions apply to all disputes, whether the bargaining agent is certified or has been recognized by the employer by the signing of a collective agreement or by the entering into collective bargaining. Under the general provisions of the Act, conciliation services are not available during the first round of bargaining unless the union has been certified.

The Lieutenant-Governor in Council has authority to stop or prevent a strike or lockout involving policemen or employees of Crown agencies by making a declaration of essential work. The declaration may be made where the uninterrupted work is essential to the health or well-being of the people of the province or some of them, or the preservation of property within the province. The reference to the preservation of property is new.

A declaration of essential work is now to be valid for 14 days after it is made. Unless confirmed by resolution of the Legislative Assembly, it ceases to have effect on the fifteenth day. No further declaration may be made in respect of the same employer and employees concerning the same dispute. If the declaration is confirmed by the Legislature, it remains in force for the period specified in the resolution. The parties are bound by any order of the Lieutenant-Governor in Council confirming or varying the award of the mediation board.

**The Manitoba Provincial Police Act was also amended to provide senior police officers with the right to bargain collectively.** In order to have bargaining rights at least 50 per cent of the senior officers on the particular force must belong to an association composed only of senior officers and the senior officers must bargain separately





from other members of the police force. These provisions apply to members of a police force of the rank of inspector or higher and to civilians employed in a supervisory or confidential capacity. Chiefs and deputy chiefs are excluded. Previously, senior officers were excluded from collective bargaining because they did not come within the definition of "employee" in the Labour Relations Act.

Bargaining committees, whether representing senior officers or other policemen, must be made up of members of the particular police force. Where a police association is affiliated with a police organization or 50 per cent or more of the members of the police force belong to a police organization, the bargaining committee may be accompanied by a member of that organization in an advisory capacity. In addition, both the bargaining committee and the police commission may be accompanied by a legal counsel and one other adviser.

Police associations may only be affiliated with other police organizations. The Labour Relations Act prohibits certification of a trade union representing members of a municipal police force if that union is in any way affiliated with any provincial, national or international trade union.

## Labour injunctions

In New Brunswick, when amendments to the Judicature Act are proclaimed, an *ex parte* injunction may be granted only where the judge is satisfied that a breach of the peace, injury to the person or damage to property have occurred and is likely to be continued. **The injunction cannot be for longer than four days, and a further injunction cannot be granted unless new evidence is provided.** Only acts expressly complained of may be prohibited and the injunction cannot be in broader terms than the circumstances require. An affidavit in support of the application must be confined to facts within the personal knowledge of the deponent. The court may require *viva voce* evidence in addition to affidavits.

The Nova Scotia Judicature Act was amended effective December 18, 1970. An *ex parte* injunction may be granted only if the judge is satisfied regarding the following matters: the case is a proper one for the granting of an injunction, a breach of the peace, an interruption of an essential public service, injury to persons or severe property damage has occurred or is about to occur, and reasonable attempts have been made to notify the persons or trade union affected by the application for an injunction.

## Emergency legislation

### Saskatchewan

The Saskatchewan Essential Services Emergency Act was amended effective April 16, 1971 to make it applicable to any labour dispute in the province, including those of policemen and firemen, which placed the public interest or welfare in jeopardy. The Act was subsequently repealed as of August 11, 1971. The Act originally applied to labour disputes involving public utilities or hospital services that might place life, health or property in serious jeopardy. It was amended in 1970 to include, for a three-year period, construction industry disputes that might seriously jeopardize the economic welfare of the province or parts of it.

The Act was invoked by proclamation in regard to a particular dispute. Once the proclamation was issued, the strike or lockout had to cease. Unless the dispute was settled by the date fixed in the proclamation, it had to be referred to a three-member arbitration board for a binding decision.

**Failure of a trade union, its officers and employees to do everything reasonably possible to end or prevent a strike could lead to the union's decertification.** The Act was amended to make an employer who failed to put a decision of an arbitration board into effect within 30 days liable to being prohibited from carrying on business in the provinces.

## **Nova Scotia**

Legislation affecting the construction industry was passed on July 8, 1971 during an emergency session of the Nova Scotia Legislature. The Construction Projects Labour Relations Act resulted from a series of work stoppages at the Michelin Tire Corporation construction site at Granton that left the project three months behind schedule. Two Michelin plants are being built in the province, and the Government has made loans of \$50 million to aid in the project. The loans are not guaranteed by the French-based parent company. The Minister of Labour indicated that the Act is emergency legislation not intended to apply generally to the construction industry.

The Act applies to the construction of industrial plants expected to cost more than \$5 million where employees would normally be represented by three or more trade unions. **Before construction of such a project may begin, the trade unions representing a majority of the trades involved must have collective agreements for the project.** All picketing is then prohibited. Collective agreements are to remain in force until completion of the project or for a three-year period, whichever is earlier, unless an agreement is superseded by a new agreement. The minority of unions that do not have collective agreements when construction begins must immediately begin negotiations.

Where negotiations fail, a work stoppage may take place, but only for 30 days. At the end of the 30-day period the strike or lockout must cease and the dispute must be referred to binding arbitration. The contractor is forbidden to replace striking employees during this period or to refuse to permit an employee to return to work at the end of the period or to discharge an employee, if the work stoppage follows collective bargaining in accordance with the Trade Union Act. The wages and conditions of employment of returning employees must be the same as before the strike or lockout.

If the three-member arbitration board fails to bring about agreement within the period fixed by the Minister, it is to make a binding decision. The penalty for contravention of the Act is a maximum fine of \$1,000 for individuals and \$10,000 in any other case for every day that a work stoppage, picketing, failure to observe the arbitration award or other offence continues.

**The Act or any part of it comes into force only on proclamation and may be made applicable to the whole or any part of the province.** A proclamation may be revoked by the Governor in Council. The Act was proclaimed for the County of Pictou, where Granton is located, on August 31, 1971. The provisions setting a 30-day limit on work stoppages and governing compulsory arbitration, including the associated penalties, will remain in force only until April 30, 1972.

## **Federal Court of Canada**

The Exchequer Court of Canada was transformed into the Federal Court of Canada. The Court, which consists of the Trial Division and the Appeal Division, was assigned new jurisdiction. Of particular interest is **the jurisdiction over federal boards, commissions and other tribunals, such as the Canada Labour Relations Board and the Public Service Staff Relations Board.**

Applications for extraordinary remedies such as injunctions against such boards must now be made to the Trial Division. The Appeal Division will have exclusive jurisdiction to hear applications to review and set aside judicial and quasi-judicial decisions or orders of these boards on the grounds that the board has failed to observe the principles of natural justice or exceeded or refused to exercise its jurisdiction, erred in law, or based a decision on erroneous finding of fact made in a perverse or capricious manner without regard to the material before it. The decision of the Appeal Division is final and not subject to further appeal. A board may at any time during its proceedings refer questions of law, jurisdiction or practice and procedure to the Appeal Division for determination.



# General topics

## Employment review

The seasonally adjusted unemployment rate for March was 6.0 compared with 5.8 in February, but was below the rates recorded in 1971. In the actual size of the labour force, there was an increase of 103,000 between February and March. There were above-average increases in all main age-sex groups—the largest gain being 46,000 for persons 14-24 years of age.

The actual number of employed persons increased to 8,016,000 in March from 7,928,000 in February, an above-average increase for this time of year. This increase was distributed among most industries with the largest gain registered in manufacturing. There were 642,000 unemployed persons in March. The unadjusted unemployment rate, representing actual unemployment as a per cent of the labour force, increased to 7.4 in March from 7.3 in February.

## U.S. employment

Unemployment in March was 5,200,000 compared with 5,400,000 in February. The seasonally adjusted rate of unemployment was 5.9 per cent compared with 5.7 per cent in the previous month; the actual rate of unemployment was 6.1 per cent compared with 6.4 per cent. The civilian labour force was 85,410,000.

## July credits

Labour Legislation in 1970-71, Part 5, p. 354, was prepared by the Legislative Research Branch of the Canada Department of Labour.

Certification before the CLRB, p. 375, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 377, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 330, 334, 335, 336, 348, 355, 356, 359, 361, 364, 369, 370, 372, 380. The Public Archives of Canada: p. 326. Murray Mosher: p. 328. Bob Cunningham Photography, Don Mills, Ont.: p. 339, 340, 341, 342, 344. Thomas Studio (Ottawa) Ltd.: p. 345. ILO: p. 347, 350.

# Certification

The Canada Labour Relations Board met for three days during April. The Board granted six applications for certification, one of which had been a request for review but which the Board dealt with as an application for certification. The Board rejected two applications for certification and terminated proceedings in four, which for statistical purposes, are considered to have lapsed. It permitted the withdrawal of three applications and ordered representation votes in two. Eleven applications for certification were received during the month.

**Applications for certification granted.** General Truck Drivers and Helpers Local 31, General Teamsters Local 362, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by M & P Transport Ltd., working at and out of Burnaby, B.C., Calgary and Edmonton, Alta., and Winnipeg, Man. Owner-drivers were excluded from the bargaining unit (LG, Nov. 1971, p. 747).

International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13946, on behalf of a unit of employees of Central Mortgage and Housing Corporation at Villeray Terrace, Montreal, Que. (LG, May, p. 253).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Botwood Longshoremen, Local 161, on behalf of a unit of longshoremen employed by Price (Nfld.) Pulp & Paper Limited, Grand Falls, Nfld., at its Botwood stevedoring operation (LG, May, p. 253).

Canadian Transportation Workers' Union No. 188, National Council of Canadian Labour, on behalf of a unit of drivers employed by Guenther Tuckey Transports Limited, Exeter, Ont. (LG, May, p. 253).

General Drivers, Warehousemen and Helpers Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill Security Ltd., Rexdale, Ont., working at and out of its terminal at Winnipeg, Man.

United Transportation Union on behalf of a unit of yardmasters employed by the National Harbours Board in its Railway Department in the Port of Montreal (See applications for certification received, below).

**Applications for certification rejected.** Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Lapointe Transport Limitée, Longueuil, Que., respondent, and Robert Roy, et al., interveners. The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board (LG, Feb., p. 89).

Canadian Food and Allied Workers, Local P-373, Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, Inter-Ocean Grain Company Limited, doing business under the name of Weyburn Mills, Weyburn, Sask., respondent, and Bryan Bakken, et al., interveners. The Board found no employees in the proposed bargaining unit as members in good standing of the applicant as of the date of the application (LG, May, p. 253).

**Representation vote ordered.** The Board has ordered a representation vote in an application for certification made by the Syndicat des Employés et Techniciens de Radio et T.V. Saguenay Lac St-Jean (CSN) in respect of a unit of employees engaged in radio and television broadcasting by Radio Saguenay Limitée, Jonquière, Qué. The National Association of Broadcast Employees and Technicians, which is the certified bargaining agent, intervened to contest the application. The names of both unions appear on the ballot (Returning Officer: S. T. Payne) (LG, Feb., p. 89).

The Board has ordered a representation vote in an application for certification made by General Truck Drivers' Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America in respect of a unit of drivers employed by Kraus Transport Limited, Rexdale, Ont. A number of employees within the proposed unit intervened to contest the application (Returning Officer: M. K. Carson) (LG, May, p. 253).



**Applications for certification lapsed.** Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Western Crating & Moving Limited, Montreal, Qué., respondent (LG, Jan., p. 41).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and A & F Baillargeon Express Inc., Montreal, Qué., respondent (LG, Jan., p. 41).

Canadian Pacific Police Association, applicant, and Canadian Pacific Limited, Montreal, Qué., respondent (police, Eastern Region) and E. G. Tollington, intervener, John Bury, intervener, A. E. Favreau, intervener and H. W. Foot, intervener (LG, Mar., p. 145).

Canadian Pacific Police Association, applicant, and Canadian Pacific Limited, Montreal, Qué., respondent (police, Atlantic Region) (LG, Mar., p. 145).

**Applications for certification withdrawn.** International Longshoremen's and Warehousemen's Union, Local 508, applicant, and Empire Stevedoring Co. Ltd., Nanaimo, B.C., applicant (LG, May, p. 253).

Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, and N. Corbett Feeds Ltd., Mount Elgin, Ont., respondent, G. Hammond, et al., intervener (LG, June, p. 311).

Seafarers' International Union of Canada, applicant, and Harvie Forrest Industries Ltd., Port Coquitlam, B.C., respondent (LG, June, p. 311).

**Applications for certification received.** Amalgamated Transit Union, Local 0591, on behalf of a unit of bus operators and garage employees employed by the Outaouais Regional Community Transit Commission, Hull, Qué. (Investigating Officer: P. Rompré).

Canadian Pacific Police Association on behalf of a system-wide unit of policemen employed by Canadian Pacific Limited, Montreal, Qué. (Investigating Officer: J. J. de G. Loranger).

Canadian Pacific Police Association on behalf of a system-wide unit of security guards employed by Canadian Pacific Limited, Montreal, Qué. (Investigating Officer: J. J. de G. Loranger).

United Transportation Union on behalf of a unit of yardmasters employed by the National Harbours Board, Montreal, Qué.

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers employed by Voyageur (1969) Inc., Montreal, Qué., in the Abitibi Region (Investigating Officer: J. J. de G. Loranger).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Voyageur (1969) Inc., Montreal, Qué., in the Abitibi Region (Investigating Officer: J. J. de G. Loranger).

Public Service Alliance of Canada on behalf of a unit of print shop employees of Central Mortgage and Housing Corporation, Ottawa, Ont. (Investigating Officer: J. G. Hoba).

Public Service Alliance of Canada on behalf of a unit of technicians employed by Atomic Energy of Canada Limited in its Commercial Products Division at South March, Ont. and Tunney's Pasture, Ottawa, Ont. (Investigating Officer: J. G. Hoba).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of employees of A. V. Carlson Construction Ltd., Edmonton, Alta., working in the Northwest Territories (Investigating Officer: R. F. Langford).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of employees of Bird Construction Co. Ltd., Edmonton, Alta., working in the Northwest Territories (Investigating Officer: R. F. Langford).

Public Service Alliance of Canada on behalf of a unit of employees of Great Lakes Pilotage Authority, Cornwall, Ont. (Investigating Officer: Miss P. Patterson).

# Conciliation

During April the Minister of Labour appointed conciliation officers to deal with the following disputes:

Robin Hood Multifoods Ltd., Montréal, Québec, and le Syndicat National des Employés de Robin Hood Multifoods Ltd. (CSN) (Conciliation Officer: J. J. de Gaspé Loranger).

Maple Leaf Mills Limited, Montréal, Québec, and le Syndicat National de la Meunerie Maple Leaf Limitée (CSN) (Conciliation Officer: J. J. de Gaspé Loranger).

Les Farines Phenix Ltée, Montréal, Québec, and le Syndicat National des Employés des Minoteries Phenix (CSN) (Conciliation Officer: J. J. De Gaspé Loranger).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and Brotherhood of Locomotive Engineers (Conciliation Officer: G. R. Doucet).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and United Transportation Union (Conciliation Officer: G. R. Doucet).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and Brotherhood of Maintenance of way (Conciliation Officer: G. R. Doucet).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and International Association of Machinists and Aerospace Workers (representing monthly rated employees) (Conciliation Officer: G. R. Doucet).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and International Association of Machinists and Aerospace Workers (representing hourly rated employees) (Conciliation Officer: G. R. Doucet).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and Brotherhood of Railroad Signalmen (Conciliation Officer: G. R. Doucet).

Crawley and McCracken Company Limited, Sept-Iles, Québec, and International Association of Machinists and Aerospace Workers (Conciliation Officer: G. R. Doucet).

Outfitters Incorporated Limited, Corner Brook, Nfld., and United Steelworkers of America (Conciliation Officer: W. J. Gillies).

Lakehead Harbour Commission, Thunder Bay, Ontario, and Lakehead Harbour Police Association (Conciliation Officer: A. E. Koppel).

Midland Superior Express Limited, Calgary, Alberta, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local Unions 362 and 979 (Conciliation Officer: A. A. Franklin).

British Columbia Television Broadcasting System Limited (CHAN-TV), Vancouver, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron).

Canadian Pacific Railway Company (S.S. "Princess of Acadia," Bay of Fundy Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden).

National Harbours Board, Port of Montréal, and the National Syndicate of Employees of the Port of Montréal (CNTU) representing general forces, grain elevator and cold storage employees (Conciliation Officer: S. T. Payne).

National Harbours Board, Montréal, Québec, and Seafarers' International Union of Canada (Conciliation Officer: Marcel Archambault).



Westcoast Transmission Company Limited, Vancouver, B.C., and Local 9-862, Oil, Chemical and Atomic Workers International Union, representing a unit of mechanics, operators and technicians employed at the company's Fort Nelson Gas Processing Plant (Conciliation Officer: George W. Rogers).

Active Cartage Limited, Rexdale, Ontario, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 938 and 879 (Conciliation Officer: M. K. Carson).

Boriski Brothers Limited, Scarborough, Ontario, and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: Kenneth Hulse).

Canadian Pacific Railway Company (British Columbia Coast Steamship Service), Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

Northern Transportation Company Limited, Edmonton, Alberta, and Seafarers' International Union of Canada (Conciliation Officer: George W. Rogers).

Humphrey Construction Ltd. (employees in Yukon Territory) and Local 115, International Union of Operating Engineers (Conciliation Officer: R. F. Langford).

Yukon Builders Exchange and Contractors Association and Local 115, International Union of Operating Engineers (Conciliation Officer: R. F. Langford).

General Enterprises Ltd. (employees in the Yukon Territory) and Local 115, International Union of Operating Engineers (Conciliation Officer: R. F. Langford).

G. W. Ledingham Yukon Ltd. (employees in the Yukon Territory) and Local 115, International Union of Operating Engineers (Conciliation Officer: R. F. Langford).

Hudson-Yukon Mining Co. Limited (employees in the Yukon Territory) and Tunnel and Rock Workers' Local 168, Labourers International Union of North America (Conciliation Officer: R. F. Langford).

North American Elevators Ltd., Montréal, Québec, and the Syndicat National des Débardeurs de Sorel Inc. (Conciliation Officer: M. Archambault).

Canadian National Newfoundland Steamship Service, and Canadian National Railway Company (Yarmouth Bar Harbour Ferry Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden).

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants Association (Conciliation Officer: A. E. Koppel).

**Settlements by conciliation officers.** Déménagement Ste-Foy/Moving Inc., and G. Gagné Transport Ltée, Ville Vanier, Québec, and le Syndicat nationale des employés de l'alimentation en gros de Québec Inc. (Conciliation Officer: Marcel Archambault) (LG, June, p. 312).

Northland Shipping (1962) Ltd., and Northland Navigation Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: George W. Rogers) (LG, April, p. 197).

Northern Quebec Transport Inc., Rouyn, Québec, and General Truck Drivers Union, Local 938 (Conciliation Officer: T. B. McRae) (LG, June, p. 312).

Les Services Ménagers Roy Ltée, Montréal, Québec, and le Syndicat Général du Cinéma et de la Télévision (CNTU) (section employés des services Ménagers Roy Ltée) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, June, p. 312).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alberta, and General Teamsters, Local 362 (Conciliation Officer: George W. Rogers) (LG, June, p. 312).

McFalls Cartage Limited, London, Ontario, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141 (Conciliation Officer: Kenneth Hulse) (LG, June, p. 312).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers, Local 31 and General Teamsters Union, Local 181 (Conciliation Officer: D. H. Cameron) (LG, June, p. 312).

Hendrie and Company Limited, Toronto, Ontario, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: Kenneth Hulse) (LG, April, p. 197).

Canadian Arsenals Limited (Small Arms Division, Long Branch), Toronto, Ontario, and Canadian Union of Operating Engineers (Conciliation Officer: H. A. Fisher) (LG, May, p. 250).

**Conciliation boards appointed.** Poole Construction Limited, Edmonton, Alberta (employees employed in the Northwest Territories) and the United Brotherhood of Carpenters and Joiners of America, Local 1325 (LG, March, p. 146).

Canadian Pacific Railway Company (S.S. "Princess of Acadia," Bay of Fundy Service) and Seafarers' International Union of Canada (LG, May, p. 250).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Employees' Association (LG, May, p. 250).

National Harbours Board, Port Colborne, Ontario, and United Steelworkers of America (LG, May, p. 251).

Motor Transport Industrial Relations Bureau of Québec (Inc.) representing certain member trucking companies in Québec falling within federal jurisdiction, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, June, p. 313).

**Conciliation boards fully constituted.** The Board of Conciliation and Investigation established to deal with a dispute between Soo-Security Motorways Ltd., Winnipeg, Manitoba, and Teamsters Locals 979, 990, 395 and 362 (LG, June, p. 313) was fully constituted with the appointment of Roy A. Gallagher, Q.C., of Winnipeg as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Victor Murray Stechishin, and union nominee Art Coulter, both of Winnipeg.

The Board of Conciliation and Investigation established to deal with a dispute between United Grain Growers Limited; Saskatchewan Wheat Pool; Alberta Wheat Pool; Burrard Terminals Limited; Pacific Elevators Limited, Vancouver, B.C., and Grain Grower Workers

Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (LG, June, p. 313) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, employers' nominee R. A. Mahoney, and union nominee E. P. O'Neal, both of Vancouver.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Transit Company, Windsor, Ontario, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (LG, May, p. 251) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Hugh B. Geddes, Q.C., Windsor, and union nominee Henry Kobryn, Don Mills, Ontario.

**Settlement reached in post-conciliation board negotiations.** Millar and Brown Ltd., Cranbrook, B.C.; Canadian Freightways Limited, Calgary, Alberta, and Loisselle Transport Ltd., Vancouver, B.C., and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31, 362, 181, 395 and 979 (settlement reached with mediation assistance of D. H. Cameron) (LG, June, p. 313). (Full text appears in Supplement No. 2, 1972).

**Settlement reached by conciliation board.** Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Locals 375, 1846 and 1739, International Longshoremen's Association (settlement reached with mediation assistance of C. E. Poirier) (LG, May, p. 250).

**Disputes in which Conciliation Board not appointed.** Northland Navigation Co. Ltd., Vancouver B.C., and Seafarers' International Union of Canada (LG, April, p. 197).

Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (LG, May, p. 250).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers, Local 31 and General Teamsters Union, Local 181 (see above).





## Railway arbitration

Six cases were dealt with by the Canadian Railway Office of Arbitration in Montreal on March 14. One case was a supplementary award. In the others, four grievances were dismissed and one was allowed.

**Supplementary to Case No. 286.** Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim by the union that the abolition of two highway driver positions violated an article of the Job Security Agreement (LG, Sept. 1971, p. 635).

The arbitrator had allowed the grievance, saying that the company should have given proper notice to two drivers whose jobs were abolished. Their jobs were eliminated before the expiry of the proper notice period and therefore the company should have compensated them. But, as the arbitrator said, "in this case the only question is overtime earnings, and it is clear that, even had the company retained the employees in their jobs throughout the period in question (as it ought to have done) they would not have made any overtime earnings, since the operations in question had ceased to be carried on." The arbitrator said that the workers should be compensated for loss of regular earnings but that they did not lose any overtime work.

**Case No. 340.** Dispute between CP Rail and the United Transportation Union over claims by a conductor for mileage lost while he was a witness in a court.

The conductor was in charge of a train that was involved in an accident with a car. The court subpoenaed him to appear as a witness in connection with charges laid against the car driver who left the scene of the accident, and was driving while his permit was suspended. The conductor submitted claims for 160 miles for each of the two days he was attending court. The company declined payment.

The arbitrator found that the matter before the court was not one in which the company was directly involved. The conductor was not called as a witness by the company on this occasion nor was he kept from work on

company business or on order of the company. The collective agreement, said the arbitrator, does not cover the circumstances in this case. He dismissed the grievance.

**Case No. 341.** Dispute between the Ontario Northland Transportation Commission and the United Transportation Union over discipline assessed to a bus driver.

A bus driver was assessed 30 demerit marks, with time out of service counting as suspension, as a result of an accident in which he was involved. The bus he was driving on a December night went into a skid, left the road, broke through a guardrail and plunged down an embankment. No other vehicles were involved, and the bus was mechanically fit.

Because the road was "greasy and slippery," the bus operator was driving at a lower than usual speed and took action to correct the skid. The action was not enough to prevent an accident. The company said that the driver was negligent in the operation of the vehicle. The arbitrator said, however, that "it was only an error of judgment, and not an example of the sort of carelessness or inattention to duty that would subject an employee in his position to discipline." The grievance was allowed and the arbitrator asked that the demerit marks be removed and that he be compensated for time out of duty.

**Case No. 342.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over the calculation of vacation pay.

A new clerk worked on a shift that carries a 10-cent an hour premium and his normal week was from Sunday to Thursday. His annual vacation was paid at the regular or basic rate excluding the premium. The union claimed that, for the calculation of vacation pay, the regular rate consists of basic rate, shift premiums, plus premium rate for work scheduled on Sunday. The company said that vacation pay should be calculated on the regular rate only.

The agreement says: "Employees on vacation shall receive pay equal to the regular pay they would have received had they been working." The arbitrator said that it is the "regular pay" that "an employee is to receive as vacation pay, and in my view this does not include premium payments made by way of special compensation for work performed at certain times." He dismissed the grievance.

**Case No. 343.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over the calculation of statutory holiday pay.

The three grievors worked on a statutory holiday and were paid 8 hours at the regular rate less shift premiums, plus 8 hours overtime at time and a half, shift premiums included. The union contended that shift premiums should be paid on the job to which a worker is assigned, but the company maintain that a regular day's pay is the regular or basic rate.

The agreement says that holiday pay is to be paid to every employee. The grievors were entitled to holiday pay but they worked on the holiday and therefore were entitled to, in addition to their holiday pay, time and a half. The issue was not the payment of hours worked, which was correctly made, but the holiday pay itself. An article in the agreement provides for payment of "a holiday pay equal to the regular day's pay of the job to which he is assigned." The arbitrator said that a regular day's pay "is the pay appropriate to that employee in the schedule of wages for his classification. The shift premium is payable 'for hours worked,' and as such is applicable to the payment (at time and a half) for the actual time spent by him on the job. The shift premium is in addition to the regular rate, and is not to be added to the holiday pay as such." He said that the men were correctly paid and dismissed the grievance.

**Case No. 344.** An ex parte dispute between CN and the United Transportation Union over the size of crews.

The union and the company were unable to agree on the reduction of a crew to one conductor and one brakeman on locomotive-powered trains. The arbitrator said that many features of these special commuter trains such as the centralized control of doors, all go to minimize the need for crew. He said that adequate safety could be maintained with the reduced crew and he allowed the company to proceed.



## Decisions of the umpire

**CUB 3130.** The claimant filed an application for benefit on July 19, 1971, indicating that she worked as a medical secretary for a doctor for almost six years. She added that she stopped working because of illness and the date of her return to work had not yet been determined. She stated moreover that "she did or would receive" vacation pay amounting to \$257.50, and that her vacation period was from June 14 to June 30, 1971. According to a certificate signed by the doctor, the claimant was hospitalized and surgery was performed, but he did not know the precise date on which she would be capable of work. Her employer, the doctor, completed also a questionnaire on July 21, in which he reported that it was not known when the claimant would be returning to work.

The insurance officer notified the claimant on July 30 that she was disqualified from receiving benefit from July 19, because she was incapable of work because of "illness, injury or quarantine" on June 26, 1971. The claimant appealed to the board of referees. The claimant argued that, while she ceased to work temporarily for medical reasons, she received her usual remuneration until the end of June and was therefore employed. The board explained that the new Act denied benefit to any insured person who was on June 26, 1971, incapable of work because of illness, injury or quarantine, and the reason why she was denied benefit was not because she was still on pay but because she was incapable of work on June 26.

The claimant informed the board that she returned to her employment on August 16, part time, and on August 31, full time. The board concluded that the claimant, because of illness, had not proven that she was capable of work within the meaning of the Act, on June 26, 1971, and unanimously decided to reject the appeal.

On September 14, the claimant requested permission to appeal to the Umpire. In her grounds for appeal, the claimant stated that she was requesting benefits from July 1 to August 30, 1971, as she was on sick leave and without pay for that period of time. In addition, the claimant pointed out that, according to the new Act, she was incapable of working on June 26 but she felt that to all intents and purposes she was still employed by the doctor at that time as her full salary was paid to her until July 1, 1971. The chairman of the board of referees granted the claimant's request because "no jurisprudence had been established for this situation under the new Act."

Later, the Commission's Chief, Entitlement Determination made a report on the case. And in a letter to the Umpire on December 21, the claimant reported the following: "Although I was not at the office, I did act in an advisory capacity during the last week of June 1971. My replacement, who is employed as the nurse in our office and is not completely versed in all the aspects of my job as a secretary found it necessary to bring work to me at home. During that time I helped make out the end-of-the-month cheques, assisted with the payroll and deductions, and did a trial balance of profit and loss to determine the bank balance for payment of the income tax instalment for June 30. I helped also with the billing procedures for complicated medical claims and signed cheques for deposit, for which I have the Power of Attorney. I did not mention this before because I felt that being on full pay and allowances for the month of June, it was not necessary to show that I had done work for the office during the last week of June."

The Umpire stated: "In my view this latest letter does not establish that the claimant was available and capable for normal work on June 26, 1971, for it is reasonable on all the evidence to conclude that the claimant, having undergone surgery on June 17 and having returned to only part-time work on August 16, was not capable of work on June 26, 1971."

The 1971 Act provides as follows: Where any insured person was on the 26th day of June 1971 incapable of work by reason of illness, injury or quarantine, he is not entitled to receive benefit for the duration of that illness, injury or quarantine. Having heard the claimant in person, said the Umpire, the board of referees found this section of the Act applied to the claimant, as she was on June 26, 1971 a person who was incapable of work because of illness. It appears to me that the board's decision was proper in the circumstances. He dismissed the appeal.

## Publications in the library

### List No. 280

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

#### Automation—labour aspects

**No. 1—Hunter, Laurence Colvin.** Labour problems of technological change, by L. C. Hunter, G. L. Reid and D. Boddy. London, Allen & Unwin, 1970. 363 p.

#### Brain drain

**No. 2—Education and World Affairs. Committee on the International Migration of Talent.** The international migration of high-level manpower: its impact on the development process. Foreword by William W. Marvel. Introduction by Charles V. Kidd. New York, Praeger, c1970. xxxvi, 738 p.

#### Civil service

**No. 3—Brown, R. G. S.** The administrative process in Britain. London, Methuen, 1970. xiv, 349 p.

#### College graduates

**No. 4—U.S. Bureau of Labor Statistics.** College educated workers, 1968-80; a study of supply and demand. Washington, G.P.O., 1970. 25 p.

#### Corporations

**No. 5—Chamberlain, Neil W., comp.** Business and the cities; a book of relevant readings. New York, Basic Books, 1970. xiv, 521 p.

**No. 6—Sethi, S. Prakash.** Business corporations and the black man; an analysis of social conflict: the Kodak-FIGHT controversy. With a foreword by James Farmer, and an introd. by Dow Votaw. Scranton, Pa., Chandler Pub. Co., 1970. xviii, 184 p.



**No. 7—Turner, Louis.** Invisible empires; multinational companies and the modern world. London, Hamish Hamilton, c1970. 228 p.

### Disadvantaged

**No. 8—Ferman, Louis Abbott.** Disadvantaged youth: problems of job placement, job creation, and job development. Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, 1967. 64 p.

**No. 9—Levitan, Sar A.** Antipoverty work and training efforts: goals and reality. 2d ed. Ann Arbor, a joint publication of the Institute of Labor and Industrial Relations, the University of Michigan-Wayne State University and the National Manpower Policy Task Force, 1970. 120 p.

### Employees' representation in management

**No. 10—Blumberg, Paul Marvin.** Industrial democracy: the sociology of participation. London, Constable, 1968. ix, 278 p.

**No. 11—Gullett, Carlos Ray.** The impact of employee representation plans upon the development of management-worker relationships in the United States. Ann Arbor, Mich., University Microfilms, c1971. xiii, 256 p. Thesis (Ph.D.)—Louisiana State University and Agricultural and Mechanical College, 1970.

**No. 12—Yugoslav workers' self-management.** Proceedings of a symposium held in Amsterdam, 7-9 January, 1970. Ed. by M. J. Broekmeyer. Dordrecht, Reidel, 1970. 267 p.

### Human relations

**No. 13—Hughes, Ernest William.** Human relations in management. 1st ed. Oxford, New York, Pergamon Press, 1970. ix, 234 p.

**No. 14—Robens, Alfred, Baron Robens.** Human engineering, by Lord Robens. London, Jonathan Cape, 1970. 186 p.

### Income

**No. 15—Ruggles, Nancy Dunlap.** The design of economic accounts, by Nancy Ruggles and Richard Ruggles. New York, National Bureau of Economic Research, 1970. xvi, 184 p.

### Industrial relations

**No. 16—Research Conference on Labor Relations, University of California, Los Angeles. 11 & 12th, 1968-1969.** Problems in contract negotiation and problems and goals in management policy; selected papers presented at the 11th and 12th Annual Research Conferences in Industrial Relations, 1968/1969. Los Angeles, Institute of Industrial Relations, University of California, 1970. 90 p.

**No. 17—Walker, Kenneth Frederick.** Australian industrial relations systems. Cambridge, Harvard University Press, 1970. xii, 493 p.

### Labour laws and legislation

**No. 18—Meltzer, Bernard D.** Labor law: cases, materials, and problems. Boston, Little, Brown, c1970. xlv, 1221 p.

**No. 19—Smith, Russell Andrew.** Labor relations law: cases and materials, by Russell A. Smith, Leroy S. Merrifield and Theodore J. St. Antoine. 4th ed. Indianapolis, Bobbs-Merrill, 1968, xlvii, 1196 p.

**No. 20—Seyfarth, Shaw, Fairweather & Geraldson.** Labor relations and the law in Italy and the United States; a comparative study. Ann Arbor, Program in International Business, Graduate School of Business Administration, University of Michigan, 1970. xxvii, 464 p.

## Labour organization

**No. 21—Babcock, Robert Harper.** The A.F. of L. in Canada, 1896-1908; a study in American labor imperialism. Ann Arbor, Mich., University Microfilms, 1970. 463 p. Thesis (Ph.D.)—Duke University, 1969.

**No. 22—Burke, Donald Robert.** The impact of unions on social welfare agency management. Ann Arbor, Mich., University Microfilms, 1971. 186 p. Thesis (Ph.D.)—University of Pennsylvania, 1970.

**No. 23—Munson, Fred Caleb.** Indian trade unions: structure and function. Ann Arbor, Graduate School of Business Administration, University of Michigan, c1970. 132 p.

**No. 24—Van den Bergh, Tony.** The trade unions—what are they? Oxford, Pergamon Press, c1970. xvii. 261 p.

**No. 25—Williamson, Hugh.** The trade unions. London, Heinemann Educational Books, c1970. 134 p.

## Labouring classes

**No. 26—Galenson, Walter.** Labor in Norway. New York, Russell & Russell, 1970, c1949. 373 p.

**No. 27—Laslett, John.** Labor and the left: a study of socialist and radical influences in the American labor movement, 1881-1924, by John H. M. Laslett. New York, Basic Books, 1970. vi, 326 p.

**No. 28—Ramos, Joseph Rafael.** Labor and development in Latin America. New York, Columbia University Press, 1970. xvi, 281 p.

## Management

**No. 29—McFarland, Dalton Edward.** Management: principles and practices. 3d ed. New York, Macmillan, 1970. x, 715 p.

**No. 30—Reddin, William James.** Managerial effectiveness. New York, McGraw-Hill, 1970. xiv, 352 p.

**No. 31—Woodward, Joan, ed.** Industrial organization: behaviour and control. London, Oxford University Press, 1970. xiii, 262 p.

## Older workers

**No. 32—David, William.** Not quite ready to retire: 351 jobs and businesses for older workers. New York, Collier Books, c1970. ix, 146 p.

## Race problems

**No. 33—Beetham, David.** Transport and turbans: a comparative study in local politics. London, New York: Published for the Institute of Race Relations, London, by Oxford U.P., 1970. 7, 86 p. Concerns Sikhs who work for local public transportation systems in Great Britain.

## Public employees

**No. 34—Cassell, Frank Hyde.** The public employment service: organization in change, by Frank H. Cassell, with an introd. by Sar A. Levitan. Ann Arbor, Mich., Academic Publications, 1968. 186 p.

**No. 35—The crisis in public employee relations in the decade of the Seventies:** proceedings of a seminar conducted by the Public Employee Relations Center, Harbridge House, inc., February 25-27, 1970. Edited by Richard J. Murphy and Morris Sackman. Washington, Bureau of National Affairs, inc., 1970. 256 p.

## Social security

**No. 36—American Enterprise Institute for Public Policy Research.** The integration of private pension plans with social security: new rules proposed by Internal Revenue Service. Washington, 1968. 44 p.

**No. 37—International Labour Office.** La sécurité sociale en agriculture et dans les zones rurales, par Robert Savy. Genève, Bureau international du Travail, 1970. xii, 265 p.



**No. 38—McKinley, Charles.** Launching Social Security; a capture-and-record account, 1935-1937, by Charles McKinley and Robert W. Frase. Madison, University of Wisconsin Press, 1970. xxiv, 519 p.

#### Teachers

**No. 39—Manzer, Ronald Alexander.** Teachers and politics in England and Wales; the role of the National Union of Teachers in the making of national educational policy since 1944. Toronto, University of Toronto Press, 1970. xi, 164 p.

**No. 40—Perry, Charles R.** The impact of negotiations in public education: the evidence from the schools, by Charles R. Perry and Wesley A. Wildman. Worthington, Ohio, C. A. Jones Pub. Co., 1970. xi, 254 p.

**No. 41—Urofsky, Melvin Irving, ed.** Why teachers strike; teachers' rights and community control. Garden City, N.Y., Anchor Books, Doubleday, 1970. 349 p.

#### Technology

**No. 42—Gabor, Dennis.** Innovations: scientific, technological, and social. London, Oxford U.P., 1970. vi, 113 p.

**No. 43—Mesthene, Emmanuel George.** Technological change: its impact on man and society. Cambridge, Mass., Harvard University Press, c1970. ix, 127 p.

#### U.S.—politics and government

**No. 44—Aaron, Daniel, comp.** The strenuous decade; a social and intellectual record of the 1930's, edited by Daniel Aaron and Robert Bendiner. Garden City, N.Y., Anchor Books, 1970. xviii, 537 p.

**No. 45—Fusfeld, Daniel Roland.** The economic thought of Franklin D. Roosevelt and the origins of the New Deal. New York, AMS Press, 1970. 337 p.

#### Wage payment systems

**No. 46—Fadeuilhe, Pierre.** La mensualisation des salaires, par Pierre Fadeuilhe et Jacques Saint-Guilhem. Paris, Dunod, c1970. 116 p.

**No. 47—France. Groupe de travail pour l'étude des problèmes posés par la mensualisation.** La mensualisation rapport au Ministre du travail, de l'emploi et de la population. Paris, 1970. 115 p.

**No. 48—International Management Seminar on Forms of Wage and Salary Payment for High Productivity, Versailles, 1967.** Forms of wage and salary payment for high productivity; Versailles 26th-29th September 1967, final report. Paris, Organisation for Economic Co-operation and Development, 1970. 165 p. Supplement to final report. Paris, OECD, 1970. 411 p.

#### Miscellaneous

**No. 49—Dahmen, Erik.** Entrepreneurial activity and the development of Swedish industry, 1919-1939. Translated by Axel Leijonhufvud. Homewood, Ill., Published for the American Economic Association by R. D. Irwin, 1970. xix, 440 p. Originally presented as the author's thesis, Lund, 1950.

**No. 50—Firestone, Otto Jack.** The public persuader; government advertising. Toronto, Methuen, 1970. ix, 258 p.

**No. 51—Simonet, Henri.** La gauche et la société industrielle. Ed. originale. Verviers, Belgique, Editions Gérard, c1970. 184 p.

**No. 52—Trattner, Walter Irwin.** Crusade for the children; a history of the National Child Labor Committee and child labor reform in America. Chicago, Quadrangle Books, 1970. 319 p.

**No. 53—Wilson, Vivian.** Strategies for problem solving; programmed instruction. Princeton, N.J., Brandon/-Systems Press, c1970. 224 p.

# Labour statistics

| Principal Items   | Date      | Amount  | Percentage Change from |               |
|---|-----------|---------|------------------------|---------------|
|   |           |         | Previous Month         | Previous Year |
| (in thousands)  |           |         |                        |               |
| TOTAL CIVILIAN LABOUR FORCE*                                      |           |         |                        |               |
| Week ended March 18, 1972   |           | 8,658   | + 1.2                  | + 3.9         |
| Employed .....  | March     | 8,016   | + 1.1                  | + 4.3         |
| Agriculture .....   | "         | 408     | + 2.3                  | - 6.4         |
| Non-agriculture .....   | "         | 7,607   | + 1.0                  | + 4.9         |
| Paid workers .....  | "         | 7,054   | + 1.1                  | + 5.5         |
| At work 35 hours or more .....                                    | "         | 6,369   | + 1.1                  | + 4.0         |
| At work less than 35 hours .....                                  | "         | 1,334   | + 2.7                  | + 3.2         |
| Employed but not at work .....                                    | "         | 312     | - 4.3                  | + 16.9        |
| Unemployed .....  | "         | 642     | + 2.4                  | - 1.2         |
| Atlantic .....  | "         | 80      | + 11.1                 | + 14.3        |
| Québec .....  | "         | 220     | - 1.3                  | - 6.8         |
| Ontario .....   | "         | 186     | + 0.5                  | - 3.1         |
| Prairie .....   | "         | 74      | - 3.1                  | - 6.3         |
| British Columbia .....  | "         | 82      | + 17.1                 | + 12.3        |
| Without work and seeking work .....                               | "         | 602     | + 3.4                  | - 1.8         |
| On temporary layoff up to 30 days .....                           | "         | 41      | - 8.9                  | + 10.8        |
| INDUSTRIAL EMPLOYMENT (1961 = 100)† .....                         |           |         |                        |               |
| Manufacturing employment (1961 = 100)† .....                      | January   | 124.6   | - 0.1                  | + 1.3         |
|   | "         | 119.4   | - 2.4                  | + 0.3         |
| IMMIGRATION .....   |           |         |                        |               |
| Destined to the labour force .....                                | Year 1971 | 121,900 |                        | - 17.5        |
|   | "         | 61,282  |                        | - 21.2        |
| STRIKES AND LOCKOUTS  |           |         |                        |               |
| Strikes and lockouts .....  | March     | 84      | 9.1                    | + 10.5        |
| No. of workers involved .....                                     | "         | 230,702 | + 752.2                | + 399.5       |
| Duration in man days .....  | "         | 351,870 | + 43.1                 | + 65.7        |
| EARNINGS AND INCOME   |           |         |                        |               |
| Average weekly wages and salaries (ind. comp.)† .....             | January   | 143.81  | - 0.8                  | + 9.9         |
| Average hourly earnings (mfg.)† .....                             | "         | 3.42    | - 0.3                  | + 7.2         |
| Average weekly hours paid† .....                                  | "         | 39.8    | + 0.5                  | + 2.3         |
| Consumer price index (1961 = 100) .....                           | April     | 138.2   | + 0.6                  | + 4.5         |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)‡ ..... | January   | 133.4   | + 2.7                  | + 4.5         |
| Total labour income (millions of dollars)† .....                  | December  | 4,398.4 | - 1.8                  | + 10.8        |
| INDUSTRIAL PRODUCTION†  |           |         |                        |               |
| Total (average 1961 = 100) .....                                  | March     | 184.3   | -                      | + 4.7         |
| Manufacturing .....   | "         | 179.0   | - 0.1                  | + 3.8         |
| Durables .....  | "         | 203.9   | - 0.4                  | + 3.9         |
| Non-durables .....  | "         | 159.3   | - 0.3                  | + 3.7         |
| NEW RESIDENTIAL CONSTRUCTION**                                    |           |         |                        |               |
| Starts .....  | March     | 13,568  | + 26.0                 | + 47.4        |
| Completions .....   | "         | 11,800  | - 27.1                 | + 6.0         |
| Under construction .....  | "         | 142,405 | + 1.5                  | + 20.7        |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

\*\*Centres of 10,000 population or more.



# Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or lockout out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

## Strikes and Lockouts, 1967-1971

| Month or Year | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockout | Workers Involved | Strikes and Lockouts in Existence During Month or Year |                                    |
|---------------|---|---------------------|------------------|--|------------------------------------|
|               |   |                     |                  | Duration in Man-Days                                   | Per Cent of Estimated Working Time |
| 1967          | 498   | 522                 | 252,018          | 3,974,760  | 0.2                                |
| 1968          | 559   | 582                 | 223,562          | 5,032,730  | 0.3                                |
| 1969          | 566   | 595                 | 306,799          | 7,751,880  | 0.4                                |
| 1970          | 503   | 542                 | 261,706          | 6,539,560  | 0.3                                |
| *1971         | 539   | 561                 | 236,864          | 2,910,580  | 0.1                                |
| *1971—March   | 38  | 76                  | 46,182           | 212,390  | 0.14                               |
| April         | 59  | 99                  | 24,641           | 160,390  | 0.12                               |
| May           | 39  | 90                  | 13,113           | 116,470  | 0.08                               |
| June          | 81  | 130                 | 47,209           | 289,960  | 0.19                               |
| July          | 46  | 112                 | 35,175           | 329,530  | 0.22                               |
| August        | 62  | 124                 | 31,144           | 389,320  | 0.24                               |
| September     | 40  | 117                 | 30,432           | 319,110  | 0.22                               |
| October       | 38  | 100                 | 36,908           | 318,160  | 0.22                               |
| November      | 46  | 93                  | 20,458           | 232,690  | 0.15                               |
| December      | 26  | 81                  | 14,236           | 156,320  | 0.10                               |
| *1972—January | 32  | 75                  | 16,399           | 137,370  | 0.09                               |
| February      | 31  | 77                  | 27,071           | 245,930  | 0.17                               |
| March         | 35  | 84                  | 230,702          | 351,870  | 0.23                               |

\* Preliminary.

## Strikes and Lockouts, March, 1972, by Industry, (Preliminary)

| Industry                     | In Effect During Month        |                      |                  |          |
|------------------------------|-------------------------------|----------------------|------------------|----------|
|                              | Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days |
| Forestry                     | 1                             | 2                    | 359              | 900      |
| Mines                        | 1                             | 3                    | 1,390            | 13,990   |
| Manufacturing                | 15                            | 45                   | 5,419            | 74,870   |
| Construction                 | 6                             | 9                    | 7,062            | 18,000   |
| Transportation and utilities | 5                             | 8                    | 2,761            | 15,800   |
| Trade                        | 1                             | 6                    | 134              | 1,800    |
| Finance                      | —                             | 1                    | 7                | 150      |
| Service                      | 2                             | 5                    | 778              | 7,650    |
| Public administration        | *4                            | 5                    | 212,710          | 218,710  |
| All industries               | 35                            | 84                   | 230,702          | 351,870  |

\*The one-day general strike by about 210,000 Quebec Government employees is included under Public Administration although hospital employees, teachers, civil servants, hydro employees, and liquor board workers were involved.

## Strikes and Lockouts, March, 1972, by Jurisdiction (Preliminary)

| Jurisdiction         | In Effect During Month        |                      |                  |          |
|----------------------|-------------------------------|----------------------|------------------|----------|
|                      | Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days |
| Newfoundland         | 4                             | 7                    | 1,636            | 14,930   |
| Prince Edward Island | —                             | —                    | —                | —        |
| Nova Scotia          | 4                             | 4                    | 450              | 4,300    |
| New Brunswick        | —                             | 3                    | 198              | 200      |
| Québec               | 8                             | 22                   | 214,963          | 244,670  |
| Ontario              | 11                            | 29                   | 4,754            | 63,310   |
| Manitoba             | —                             | 1                    | 34               | 750      |
| Saskatchewan         | 3                             | 3                    | 293              | 1,020    |
| Alberta              | —                             | 1                    | 142              | 3,120    |
| British Columbia     | 3                             | 11                   | 5,802            | 9,050    |
| Federal              | 2                             | 3                    | 2,430            | 10,520   |
| All jurisdictions    | 35                            | 84                   | 230,702          | 351,870  |

# Strikes and Lockouts Involving 100 or More Workers, March 1972, (Preliminary)

| Industry                  | Employer  | Location | Union  | Duration in Man-Days |       | Starting         | Termination Date   | Major Issues  |
|---------------------------|---|----------|--|----------------------|-------|------------------|--------------------|---|
|                           |   |          |  | Workers Involved     | March | Accu-<br>mulated |                    | Result  |
| <b>Forestry</b>           |   |          |  |                      |       |                  |                    |   |
|                           | MacMillan-Bloedel Ltd.,<br>Franklin River, B.C.                       |          | Woodworkers<br>Loc. 1-85<br>(AFL-CIO/CLC)                              | 350                  | 700   | 700              | Mar. 17<br>Mar. 21 | Alleged dispute over suspension<br>of one worker—Return of workers<br>under previous agreement pend-<br>ing arbitration board.                          |
| <b>Mines</b>              |   |          |  |                      |       |                  |                    |   |
| <b>METAL</b>              |   |          |  |                      |       |                  |                    |   |
|                           | Campbell Chibougamau<br>Mines Limited,<br>Chibougamau, Qué.           |          | Steelworkers<br>Loc. 5186<br>(AFL-CIO/CLC)                             | 614                  | 6,140 | 37,450           | Dec. 18<br>Mar. 15 | Wages, other fringe benefits—<br>20¢ an hr. increase Mar. 14, 1972,<br>20¢ Dec. 1, 1972, 25¢ Dec. 1,<br>1973; retroactive pay \$100, other<br>benefits. |
|                           | Wabush Mines Ltd.,<br>Wabush, Nfld.                                   |          | Steelworkers<br>(ALF-CIO/CLC)<br>Loc. 6285                             | 625                  | 4,380 | 4,380            | Mar. 22<br>—       | Protesting suspension of some<br>maintenance workers—   |
| <b>QUARRIES</b>           |   |          |  |                      |       |                  |                    |   |
|                           | Carrières Montréal Est,<br>(1965) Ltée,<br>Montréal Est, Qué.         |          | International<br>Operating<br>Engineers<br>Loc. 791-B<br>(AFL-CIO/CLC) | 151                  | 3,470 | 4,530            | Feb. 21<br>—       | Wages, hours, fringe benefits—  |
| <b>Manufacturing</b>      |   |          |  |                      |       |                  |                    |   |
| <b>FOOD AND BEVERAGES</b> |   |          |  |                      |       |                  |                    |   |
|                           | Burgeo Fish Industries<br>Ltd.,<br>Burgeo, Nfld.                      |          | Food Workers<br>(AFL-CIO/CLC)  | 160                  | 3,520 | 33,760           | June 4<br>—        | Union recognition—  |
|                           | Atlantic Fish<br>Processors Ltd.,<br>Marystown, Nfld.                 |          | Food Workers<br>Loc. 1245<br>(AFL-CIO/CLC)                             | 310                  | 5,580 | 22,320           | Dec. 27<br>Mar. 22 | Wages—31¢ an hr. increase<br>Apr. 1, 1972, 5¢ Jan. 1, 1973,<br>5¢ July 1, 1973; reduction in<br>hours.  |
|                           | York Farms,<br>Division of Canada<br>Packers Ltd.,<br>Brantford, Ont. |          | Food Workers<br>Loc. P469<br>(AFL-CIO/CLC)                             | 202                  | 4,440 | 6,260            | Feb. 17<br>—       | Working conditions, fringe<br>benefits, wages—  |
|                           | H. B. Nickerson & Sons<br>Ltd.,<br>North Sydney, N.S.                 |          | Seafood Workers<br>Loc. 112<br>(CLC)                                   | 133                  | 670   | 670              | Mar. 10<br>Mar. 16 | Disagreement over change of pay<br>period—Workers returned after<br>agreeing to try the new pay<br>period.  |
| <b>LEATHER</b>            |   |          |  |                      |       |                  |                    |   |
|                           | Robson-Lang Leathers,<br>Oshawa, Ont.                                 |          | Food Workers<br>Loc. 205-L<br>(AFL-CIO/CLC)                            | 190                  | 1,050 | 1,050            | Mar. 22<br>30      | Wages, other benefits—Not<br>reported.  |
| <b>PAPER</b>              |   |          |  |                      |       |                  |                    |   |
|                           | Canadian Johns-Manville<br>Co. Ltd.,<br>North Bay, Ont.               |          | Pulp and Paper<br>Mill Workers<br>Loc. 870<br>(AFL-CIO/CLC)            | 198                  | 3,560 | 3,760            | Feb. 29<br>Mar. 25 | Wages, hours—Not reported.  |



# Strikes and Lockouts Involving 100 or More Workers, March 1972, (Preliminary) (Cont.)

| Industry   |  |     | Duration in<br>Man-Days Date |        | Starting           |   |              |
|--|--|-----|------------------------------|--------|--------------------|---|--------------|
| Employer   |  |     | Workers<br>Involved          | March  | Accu-<br>mulated   | Termination<br>Date   | Major Issues |
| Location   | Union  |     |                              |        |                    |   | Result       |
| PRINTING AND PUBLISHING  |  |     |                              |        |                    |   |              |
| Council of Printing<br>Industries of Canada,<br>Toronto, Ont.              | Lithographers and<br>Photoengravers<br>Loc. 35P<br>(AFL-CIO/CLC) | 180 | 3,960                        | 6,120  | Feb. 14<br>—       | Not reported—   |              |
| PRIMARY METALS   |  |     |                              |        |                    |   |              |
| Canada Metal Co.,<br>Toronto, Ont.   | Chemical Workers<br>Loc. 453<br>(AFL-CIO/CLC)                    | 158 | 2,210                        | 2,210  | Mar. 13<br>—       | Not reported—   |              |
| METAL FABRICATING  |  |     |                              |        |                    |   |              |
| Welland Forge Limited,<br>Welland, Ont.                                    | U.E. Loc. 523<br>(Ind.)  | 115 | 350                          | 8,180  | Nov. 25<br>Mar. 6  | Wording of contract—10¢ an hr.<br>increase now, 5¢ Oct. 1, 1972, 10¢<br>in 1973, 10¢ in 1974; other<br>improvements.  |              |
| Toronto Iron Works Ltd.,<br>Toronto, Ont.                                  | Steelworkers<br>Loc. 2820<br>(AFL-CIO/CLC)                       | 160 | 3,040                        | 3,040  | Mar. 5<br>—        | Not reported—   |              |
| Macotta Company of<br>Canada Ltd.,<br>Rexdale, Ont.                        | Steelworkers<br>Loc. 5165<br>(AFL-CIO/CLC)                       | 127 | 1,520                        | 1,520  | Mar. 15<br>—       | Not reported—   |              |
| MACHINERY  |  |     |                              |        |                    |   |              |
| Wean-McKay of Canada<br>Ltd.,<br>Galt, Ont.                                | Auto Workers<br>Loc. 1566<br>(CLC)                               | 105 | 2,310                        | 2,520  | Feb. 26<br>—       | Wages, job classifications—   |              |
| TRANSPORTATION EQUIPMENT   |  |     |                              |        |                    |   |              |
| De Havilland Aircraft<br>of Canada Ltd.,<br>Downsview, Ont.                | Auto Workers<br>Loc. 112<br>(CLC)                                | 911 | 20,040                       | 46,460 | Jan. 20<br>—       | Wages, other matters—   |              |
| Flextrac Nodwell,<br>Calgary, Alta.  | Structural Iron<br>Workers<br>Loc. 805<br>(AFL-CIO/CLC)          | 142 | 3,120                        | 3,400  | Feb. 26<br>—       | Wages, working conditions—  |              |
| Lanark Manufacturing<br>Company,<br>Dunnville, Ont.                        | Auto Workers<br>Loc. 1383<br>(CLC)                               | 700 | 1,050                        | 1,050  | Mar. 16<br>Mar. 19 | Refusal by company to pay sick<br>benefits, pregnancy leave—<br>Return of workers when benefits<br>payments were returned.  |              |
| Gidon Industries Ltd.,<br>Rexdale, Ont.                                    | Steelworkers<br>Loc. 5482<br>(AFL-CIO/CLC)                       | 232 | 930                          | 930    | Mar. 27<br>—       | Not reported—   |              |
| ELECTRICAL PRODUCTS  |  |     |                              |        |                    |   |              |
| Canadian General<br>Electric,<br>Peterborough, Barrie<br>and Trenton, Ont. | U.E. various<br>locals<br>(Ind.)                                 | 190 | 760                          | 5,100  | Feb. 21<br>Mar. 7  | Wages, other benefits—Starting<br>rate raised to \$3.03.8 an hr.<br>for males, \$2.54.3 for females,<br>a further 18¢ an hr. the second<br>year; 5 weeks vacation after 28<br>years, other improved benefits. |              |
| Construction   |  |     |                              |        |                    |   |              |
| Toronto Construction<br>Association,<br>Toronto, Ont.                      | Structural Iron<br>Workers<br>Loc. 721<br>(AFL-CIO/CLC)          | 400 | 7,600                        | 22,480 | Jan. 7<br>Mar. 28  | Wages—\$2.20 an hr. increase in<br>wages and benefits over 28-<br>month contract.   |              |

# Strikes and Lockouts Involving 100 or More Workers, March 1972, (Preliminary) (Cont.)

| Industry   | Employer                               | Location | Union | Duration in Man-Days |       | Starting Date | Termination Date   | Major Issues   |
|--|--|----------|-------|----------------------|-------|---------------|--------------------|--|
|  |  |          |       | Workers Involved     | March |               |                    |  |
| Canadian Asbestos Covering Joint Ventures, Douglas Point, Ont.     | Asbestos Workers Loc. 95 (AFL-CIO/CLC) |          |       | 282                  | 850   | 850           | Mar. 14<br>Mar. 27 | Dismissal of one employee—Replacement of workers, strike declared illegal. |
| Atlas Construction, McAskills Brook area, Cape Breton County, N.S. | Unorganized                            |          |       | 100                  | 700   | 700           | Mar. 16<br>Mar. 24 | Wages—Return of workers when court injunction issued.                      |
| Various Plumbers' Contractors, Province wide, British Columbia.    | Plumbers Loc. 170 (AFL-CIO/CLC)        |          |       | 5,300                | 5,300 | 5,300         | Mar. 17<br>Mar. 20 | Protesting Bill 88—Return of workers on instruction of union.              |
| Iron Ore Co. of Canada Ltd., Sept Iles, Qué.                       | Various construction unions (CLC)      |          |       | 650                  | 650   | 650           | Mar. 22<br>Mar. 23 | Jurisdictional dispute between Q.F.L. and C.N.T.U.—Return of workers.      |
| McAlpine (Newfoundland) Ltd., Stephenville, Nfld.                  | Plumbers Loc. 704 (AFL-CIO/CLC)        |          |       | 200                  | 600   | 600           | Mar. 29<br>—       | Protesting poor quality of food and lodgings—                              |

## Transportation and Utilities

|   |   |  |  |       |       |        |              |   |
|---|---|--|--|-------|-------|--------|--------------|---|
| TRANSPORTATION  |   |  |  |       |       |        |              |   |
| Halifax Transit Corp., Halifax, N.S.  | Transit Union Loc. 508 (AFL-CIO/CLC)                    |  |  | 194   | 2,720 | 2,720  | Mar. 13<br>— | Wages—  |
| *Voyageur (1969) Inc., Montreal, Qué.   | Teamsters Loc. 106 (Ind.)                               |  |  | 300   | 2,140 | 2,140  | Mar. 22<br>— | Wages, hours, fringe benefits—                |
| COMMUNICATION   |   |  |  |       |       |        |              |   |
| *Canadian Broadcasting Corporation (Rotating) Various locations, Canada-wide. | Broadcast Employees (NABET) Various locs. (AFL-CIO/CLC) |  |  | 2,110 | 8,000 | 18,600 | Jan. 21<br>— | and dieticians, security, other improvements— |

## Service

|  |                                    |  |  |     |       |        |                    |   |
|--|------------------------------------|--|--|-----|-------|--------|--------------------|---|
| EDUCATION  |                                    |  |  |     |       |        |                    |   |
| Saskatchewan School Trustees Assoc. (Rotating) Various Centres (Area 4), Sask. | Saskatchewan Teachers Federation   |  |  | 225 | 330   | 330    | Mar. 14<br>Mar. 24 | Wages—Return of teachers when court injunction was issued.                |
| HEALTH AND WELFARE   |                                    |  |  |     |       |        |                    |   |
| Various Province of Québec hospitals, Various locations, Québec.               | Association des Hôpitaux du Québec |  |  | 450 | 5,850 | 20,700 | Jan. 14<br>Mar. 20 | Wages—Return of physiotherapists, occupational therapists and dieticians. |



# Strikes and Lockouts Involving 100 or More Workers, March 1972, (Preliminary) (Cont.)

| Industry  |   | Duration in<br>Man-Days Date |         | Starting         |                     |   |
|---|---|------------------------------|---------|------------------|---------------------|---|
| Employer  |   | Workers<br>Involved          | March   | Accu-<br>mulated | Termination<br>Date | Major Issues<br>Result  |
| Location  | Union   |                              |         |                  |                     |   |
| <b>Public Administration</b>                    |   |                              |         |                  |                     |   |
| PROVINCIAL<br>ADMINISTRATION                    |   |                              |         |                  |                     |   |
| Government of Quebec,<br>Province-wide, Quebec. | Provincial Peace<br>Officers<br>Association<br>(Ind.) | 2,300                        | 6,900   | 46,000           | Feb. 6<br>Mar. 4    | Wages—Return of peace officers<br>further negotiations.   |
| Government of Québec,<br>Province-wide, Qué.    | Various unions<br>(CNTU, QTC, QFL)                    | 210,000                      | 210,000 | 210,000          | Mar. 28<br>Mar. 29  | Salaries, job security, other<br>improvements—Return of work-<br>ers at end of the 24-hr. period. |
| LOCAL ADMINISTRATION                            |   |                              |         |                  |                     |   |
| City of St. John's,<br>St. John's, Nfld.        | Public Employees<br>Loc. 569<br>(CLC)                 | 300                          | 150     | 150              | Mar. 16<br>Mar. 17  | Not reported—Return of workers<br>when court injunction issued.                                   |
| Ville de Longueuil,<br>Longueuil, Qué.          | Public Employees<br>(CLC)                             | 142                          | 1,560   | 1,560            | Mar. 16<br>—        | Wages, job security—  |

\*Federal jurisdiction.

August 1972

# The Labour Gazette





It is natural that Canadian citizens should be concerned about institutions whose purse strings are held by hands other than those of Canadians. The union movement, however, is itself composed of Canadian citizens and is probably more responsive to Canadian national feelings than are other across-the-border institutions. See: Financial Aspects of International Unions by Dr. J. K. Eaton, p. 413.



# The Labour Gazette

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**Labour  
Canada**

**Travail  
Canada**

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## News briefs

■ **The federal Government's Local Initiatives Program has received an additional injection of \$30 million permitting the most successful and effective projects to continue until September 30.** The program, originally funded at \$100 million and later increased by \$50 million, has provided some 92,000 jobs across the country. No new projects will be launched with the additional funds. "The monies will be allocated to those successful projects which have not only demonstrated their worth in terms of job creation but have provided a needed local service or contributed significantly to the quality of life in the community," said Manpower and Immigration Minister Bryce Mackasey in announcing the additional grant.

■ **Frank Hall, 79, for 20 years chief negotiator for Canada's 100,000 non-operating railroad workers, died in May.** He resigned from his position in 1965 but continued as an advisor to the railway workers' negotiating committee until 1967. (LG 1965, p. 1016). As well in 1967, he resigned as Canadian executive assistant to the international president of the Brotherhood of Railway, Airline and Steamship Clerks. Hall was instrumental in uniting the railway workers for bargaining purposes and helped in bringing in the Seafarers' International Union to replace the Canadian Seamen's Union on the Great Lakes. Born in England, Hall came to Canada in 1913. Four years later, he took a job as a freight checker with CP Rail. About that time, the freight handlers started to organize a union, and Hall worked closely with them. In 1925 he was elected vice-president of the union, holding the position for 38 years until he became executive assistant in Canada to the international president.

■ **U.S. employers underpaid workers by more than \$74 million** in the nine months ending March 20, says the U.S. Department of Labour's Employment Standards Administration. The two major areas of violation were: minimum wage violations amounting to \$23.7 million and overtime violations totalling \$39.2 million. More than 370,000 workers were affected by the violations.

■ **Shirley Carr of Niagara Falls, Ontario, has been elected President of the Ontario Division of the Canadian Union of Public Employees.** Mrs. Carr was the second vice-president of the division and is President of CUPE Local 1287 which represents employees of the Niagara regional government. Mrs. Carr was an unsuccessful New Democratic Party candidate in last fall's Ontario election.

■ **Ronald W. Lang, 39, has joined the staff of the Canadian Labour Congress as Director of the Legislative and Government Employees Departments.** Lang, who was born in St. Mary's, Ontario, was a member of the United Cement, Lime and Gypsum Workers International Union. He was elected president of the Woodstock Labour Council in 1963 and attended the Labour College of Canada that same year. The new Director entered the University of Waterloo after attending the Labour College and received an M.A. in political science in 1969. He was then awarded a scholarship by the Canada Council and attended the London School of Economics where he studied for his Ph.D. in political science. Lang will be replacing the late Andy Andras who was for many years director of the Legislative and Government Employees Departments of the CLC; he is presently a professor on the Political Science Faculty at York University.

■ **There were six vacancies for each 1,000 jobs in the first quarter of 1972,** reports Statistics Canada. This is up from 4 for each 1,000 a year earlier. Vacancies for blue-collar workers rose by 119 per cent to 22,600 from 10,330, and those for white-collar workers increased 18 per cent to 15,200 from 12,900. In the goods-producing industries, vacancies rose by 93 per cent to 14,400 from 7,400 and by 50 per cent in the service industries to 23,200 from 15,500. Vacancies increased in both Quebec and the Pacific regions by 94 per cent; in the Prairies 70 per cent; in the Atlantic region 43 per cent; and in Ontario 34 per cent.

■ **Fifteen to twenty inmates, all in their last year of sentence, will be paid the \$1.75-an-hour federal minimum wage while they work on a construction project at the William Head Minimum Security Institution near Victoria, B.C.** This is a 10-month pilot project for inmates involved in a pre-release program. Deductions for income tax, Canada Pension Plan, unemployment, hospital and medical insurance, will be made from their salary. The project will consist of the construction of a vocational training building at the institution. In announcing the pilot project, Solicitor General Jean-Pierre Goyer said, "For too long we have allowed an atmosphere of laziness to prevail in our institutions and the rate of productivity of inmates is only a third of that in

private industry. No employer from the private sector is ready to accept this. We have therefore decided to provide our inmates with the necessary financial incentives to promote better working habits."

In addition to the usual deductions, the inmates will pay for their own room, board and clothing. They will also

be encouraged to save money and to contribute to the support of their dependants. "This pilot project will serve as a basis for reviewing work programs within the institutions," stated Goyer. "We intend to provide our inmates with employment in an atmosphere similar to the private sector in terms of competitiveness and efficiency and to augment discharge pay through increased compulsory savings."

50 years ago



A program to stimulate mixed farming; a settlement plan for the Matapedia Valley; the resolutions of the Canadian Manufacturers' Association concerning immigration and home production; the economic value of safety committees in smelting plants; the annual Alberta mine rescue contest; and a discussion on boots, food and clothing for children, at the National Conference of British Labour Women, were some of the topics reported in The Labour Gazette of August 1922.

■ In Weyburn, Saskatchewan (founding place of the only chartered bank controlled and operated from a head office in the West) a number of Canadian banks agreed, due to the efforts of Mr. A. Kennedy, the District School Inspector, to advance loans without security or endorser-

tion, to members of the Boys' and Girls' Farm Club (now the 4-H Club) wishing to purchase and raise purebred stock or poultry. Several hundred branch banks were ready to assist young people in this movement in order to stimulate mixed farming in the West and offset the tendency to exclusive wheat growing.

■ The Hon. J. E. Perreault, Minister of Colonization of Québec announced that a provincial order in council had been passed by which tenders were called for the clearing of 300 acres of timber on 30 lots in the Matapedia Valley, and also for the erection on each lot of a house and other buildings necessary to establish a settler and his family. Provision was made in the order in council to have the work carried out by lumber com-



panies that were to be paid in timber given them in compensation for the expenses incurred. Settlers were supplied with these lots under special conditions. The Government regarded the scheme as an experiment and was to decide whether other colonization centres were to be instituted under similar conditions.

■ **Increased immigration and home production were called for in resolutions passed** at the fifty-first annual convention of the Canadian Manufacturers' Association in St. Andrews, N.B. The total membership was reported as 4,272. With respect to immigration the resolution stated that "whereas Canada has vast areas of fertile agricultural land waiting cultivation and great stores of potential wealth in mines, forests and inland and coast waters; and whereas this country offers unequalled opportunities to immigrants; and whereas the prosperity of the country will increase as the population grows; therefore, be it resolved that the Canadian Manufacturers' Association commend the action of the Dominion Government in appointing a subcommittee of the Cabinet to study immigration; endorse the action taken as a result of this subcommittee's recommendations; and respectfully urge the Government to continue and to intensify its efforts to increase desirable and necessary immigration, especially from other parts of the British Empire." (A table compiled by the Department of Immigration and Colonization showed that half of the immigrants who entered Canada in the second quarter of 1922 were British.)

In the matter of home production it was noted that "whereas the policy of producing in Canada from Canadian materials by the labour of Canadians contributes to the welfare of all citizens and to the general prosperity of the country; and whereas the contrary policy of importing articles which are produced in Canada or "Made-in-Canada" results in unemployment, trade depression, and national loss; therefore be it resolved that the thanks to the Association be extended to the Dominion, provincial and municipal governments; to the wholesale and retail distributors; to the Boards of Trade; to the press and to all others who have given such valuable assistance to the "Produced-in-Canada" campaign during the past year; and further that all the above be earnestly requested to continue their support during the coming year."

■ **According to a report of the American Smelting and Refining Company to its shareholders, the creation in 1913 of a Department of Safety, Labour and Welfare** with safety committees composed of foremen and general committees of workmen, organized at each of its plants to increase the safety of operation, resulted in a

saving to the company of \$778,858. There was a steady annual decrease in the accident rate for each thousand employees, from 264 in 1913 to 63 in 1921. The total number of disabling accidents dropped from 2,745 in 1913 to 318 in 1921.

■ **The annual mine rescue and first-aid contest of the province of Alberta** was held at Banff, Alberta, on June 30 and July 1, 1922. The first-aid contest was open to teams from all mines in Alberta and southeastern British Columbia. There was an increase of 34 per cent in the number of competing teams over the previous year. There were four separate contests; mine rescue, senior and junior first aid, and ladies' first aid. The mine rescue contest, carried out as far as possible under actual conditions, was won by the Fernie, B.C. team with 480 marks out of a possible 800. The Drumheller Land Company Team, Drumheller, Alberta, came first in senior first aid with a record of 98 per cent. No. 7 Troop Boy Scouts, Lethbridge, Alberta, with 85 per cent, won the junior first-aid competition, and the Central Nursing Division, No. 29, Calgary, won the Ladies' First Aid with 89 per cent. The contests were under the direction of Mr. Duncan Macdonald, Calgary, General Superintendent of the Mine Rescue and First-Aid department of the Alberta Government.

■ **The National Conference of Labour Women of Great Britain was held** at Leamington, England, in May 1922. More than 300 delegates, representing women's sections of trade unions, labour parties and other organizations, attended. The conference was under the presidency of Miss Margaret Bondfield, the first woman to attain cabinet rank and chairmanship of a Trades Union Congress. Considerable discussion centered around an interim report on motherhood and endowment that had been prepared by a special committee of the Joint Research Department of the Trades Union Congress and the Labour Party. The report suggested means of endowment in services and in kind (e.g., by provision of meals, clothing and boots for all children attending school), and in money, "as a practical program that a labour government should endeavour to carry out as quickly as possible." An amendment to the report was moved accepting endowment in kind as an emergency policy only, and calling on the labour party to aim at securing for mothers of dependent children the direct control of a money income proportionate to their family obligations. The amendment was, however, lost and the report was adopted by 241 to 20.

# Labour Facing Greatest Challenge

## Part 1



Donald MacDonald

Delegates to the 9th Constitutional Convention of the Canadian Labour Congress gathered in Ottawa during the week of May 15 to 19 to conduct the business of the Congress and to elect the new Congress executive. Approximately 1,700 delegates, representing 1,700,000 union members in Canada, attended the convention. The meetings, held in the Exhibition Hall of the Ottawa Civic Centre dealt with numerous important issues facing organized labour in Canada including expansion of union membership; improvement of labour's public image; CLC support for Québec workers on strike, and the threat to Canada of possible protectionist legislation in the United States.

### Québec resolution

The CLC recorded its "wholehearted support for the legitimate collective bargaining objectives" of striking Québec public employees. About 1,500 delegates ap-

proved an emergency resolution of support for the Québec workers by a unanimous standing vote after more than an hour of debate. Besides affirming collective bargaining rights, the Congress resolution condemned "the threats and coercion" in Québec's Bill 19 and called on the Government of Quebec to resume negotiations with workers' representatives. General amnesty for all trade unionists imprisoned during the Québec strike crisis was called for, and a recommendation that immediate action be taken to "enlist support for those who have been victimized" was also made.

Absent from the resolution was a recommendation that the conference show more than verbal solidarity with Québec workers, although some delegates spoke for a CLC march of protest to Hull. One speaker on the conference floor suggested a country-wide general strike if Bill 19 is not repealed. No amendments were made, however, before the Congress gave consent to the origi-



nal resolution presented by the Executive Council of the CLC. Later in the week, Marcel Perreault of the Montreal Labour Council protested the lack of follow-up action after passage of the resolution. He said, "We (the Québec delegates) believed that more should be done, but you said you had done enough after you passed the resolution. If that's what you want, then we'll continue alone in Québec." Despite this, no further action was undertaken by the CLC.

## Elections

No changes in the CLC executive resulted from the elections held at the conference. **President Donald MacDonald was returned to office for another two-year term, defeating James Bell, Secretary-Treasurer of the Nova Scotia Federation of Labour, by a margin of 649 votes to 380.** Mr. MacDonald had announced previous to the election, that this would be his last term as president if he were returned.

Secretary-Treasurer William Dodge was returned to office by acclamation, as were the two Executive Vice-Presidents, Joe Morris and Jean Beaudry. In the election of general vice-presidents, William Stewart of the Shipyards General Workers Federation of British Columbia was nominated in addition to the six incumbents, but was defeated in the vote. Re-elected were William Ladyman, Stanley Little, Henry Lorrain, William Mahoney, Dennis McDermott, and William McGregor. The final election, for vice-presidents at large, was jeopardized by the diminishing number of delegates attending the Friday afternoon session of the convention. The election was held, however, and the 10 incumbents were returned to their posts. They are Si Bresner, Claude Edwards, Huguette Plamondon, Neil Reimer, Mike Rygus, Donald Secord, Larry Sefton, E. T. Staley, Robert Smeal and George Watson. Candidates John Clout and Cliff Parker were defeated in the balloting.

## Presidential address

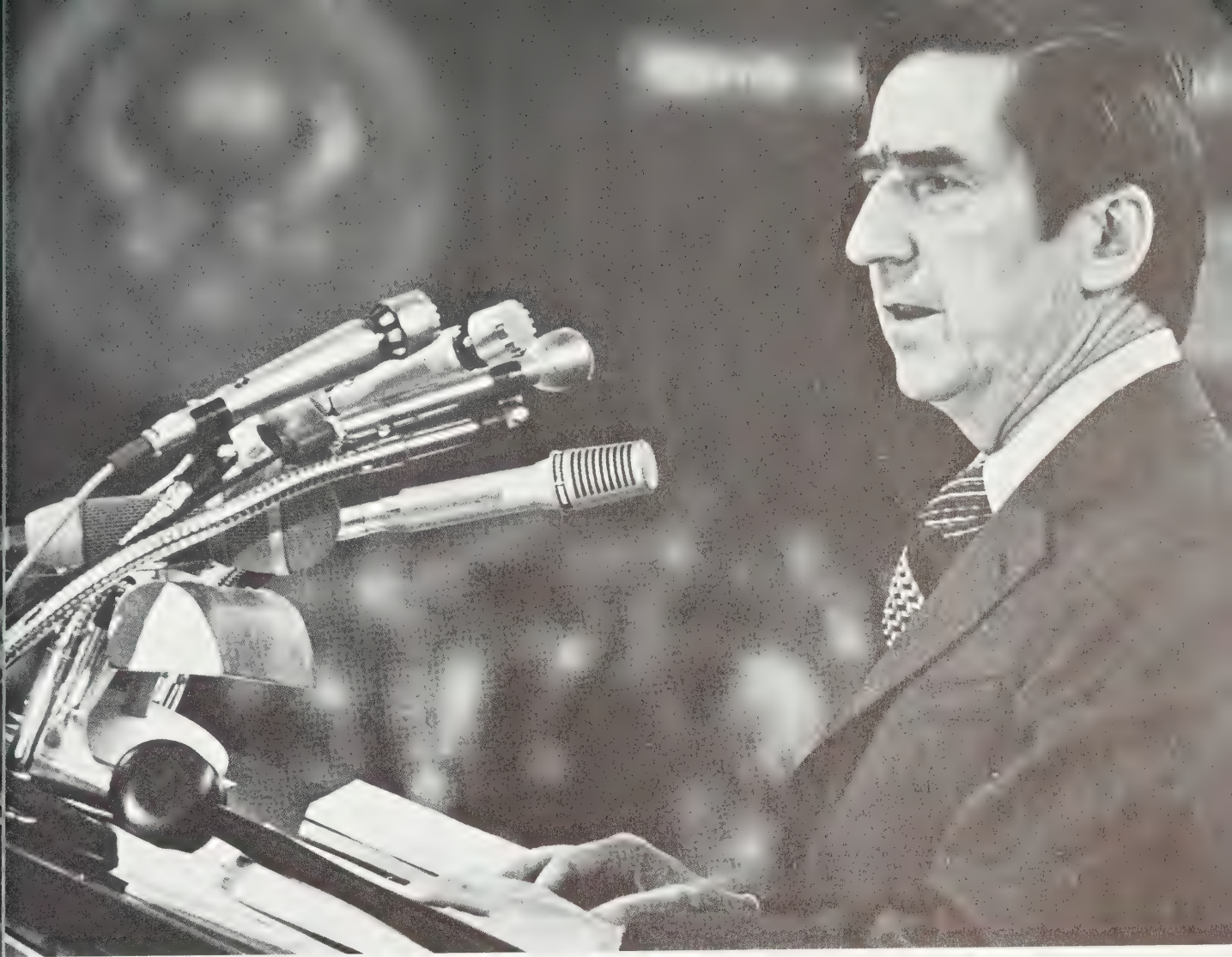
Despite hard-won gains in the past, the Canadian labour movement may be hard put to maintain what has been gained to date, let alone make the progress so essential to its future, CLC President Donald MacDonald told the convention. **He cited multinational corporations, hostile public opinion toward labour, and attacks on the very system of collective bargaining, as threats facing organized labour.** "These," he said, "are but a few of the problems that could be mentioned, but altogether they add up to the fact that organized labour is faced today with the greatest challenge in the century and a half of its existence."

Singling out unemployment as the foremost problem MacDonald blamed the "shamefully high level of unemployment" in Canada on "our woefully mismanaged economy." He noted that never before in Canadian history had "the untold suffering of unemployed workers and their families" been the result of coldly calculated policies, predicting that not until ruling politicians break the "archaic federal bureaucratic stranglehold on the management of this country's economic affairs" will Canadian economic problems be lessened. To alleviate the situation, MacDonald called on the Government to bring in a full employment budget that would tie economic performance to potential growth of the economy through a more effective fiscal policy; and secondly, not to retard economic expansion because of fears over price raises. "The only rule that needs to be observed with regard to price increases," said MacDonald, "is that they do not exceed, over a prolonged period, the rate of price increases in the principal countries with which we trade."

**Although advocating lessened government concern over price increases, MacDonald recommends a guaranteed minimum income to cover those people dependent on fixed incomes,** such as pensioners, welfare recipients, and those receiving unemployment insurance benefits. Though welcoming the government announcements of old age security payment adjustments, he urged more security guarantees for those people without any reasonable income security.

The United States' Domestic International Sales Corporation legislation was met with condemnation by MacDonald. Such legislation "clearly violates the letter and spirit of the General Agreement on Tariffs and Trade," he said. And he charged The Ford Motor Company with violating the auto trade pact between Canada and the United States by exporting vehicles to Canada under the DISC program since last December.

Recent federal government policy on foreign investment and ownership met with criticism for failing to take the comprehensive position that Canadians had the "right to expect," since it neither supervises new direct foreign investment nor establishes regulations regarding the expansion of existing foreign corporations. MacDonald went on to say that "the fact that the so-called Foreign Takeovers Review Act is to be administered by the Department of Industry, Trade and Commerce, lends itself to the reasonable suspicion that political influence could well be a major factor governing the decisions made with respect to takeovers." He felt that there should be an independent public screening agency for new direct investment coming into Canada that would make its decisions open to the public.



Speaking on the labour strife within Québec, MacDonald said that the right of workers to strike should be by now a well-established democratic industrial relations principle. Because Québec labour leaders were intimidated by stiff fines and jail sentences, the principle has clearly not gained full recognition. Referring to the imprisonment of labour leaders, MacDonald commented that "to say that the rights of workers in the public sector of that province were trammelled is hardly an exaggeration." He added, **"It is simply not possible to have genuine collective bargaining in a situation where the employer steps in and enacts compulsory back-to-work legislation because that employer, unlike private employers, possesses the power to do so.** This leads to one result: the making of a complete farce of the collective bargaining process. If this is to be the future pattern of collective bargaining in the public sector of Québec, let us call it what it is, company unionism."

MacDonald spoke out against compulsory arbitration, noting the example of Australia where compulsory arbitration has led to the loss of far more man days than in

Canada. He maintained that not only is compulsory arbitration not effective, but it serves only to destroy the long and hard-earned rights of workers by its enforced "settling" of disputes.

#### **Martin O'Connell**

"Free collective bargaining is not only sound fundamentally, it is an essential element in a democratic society and economy such as ours," said Minister of Labour Martin O'Connell in his speech to the CLC. The affirmation of this right has been included by the Government in the preamble to the Labour Code now before Parliament, he noted, at the direct request of the Congress. O'Connell noted with pleasure the almost unanimous consent given to principles of the industrial relations and disputes legislation and its provisions for dealing with technological change.

Urging co-operation between labour, management and government, O'Connell said that **"only in this way will**



we succeed in reducing conflicts to a minimum, in improving working conditions and, finally, in ensuring the survival of our system of free bargaining." Increased emphasis will be directed toward the field of dispute prevention in the period before contracts come due, by offering an industrial relations advisory service for labour and management. He expressed hopes that such action would avert "unnecessarily created heat and congestion at the bargaining table or worse, that could blow up into wildcat strikes."

This service, O'Connell stated, will have professional competence in communication and in human relations to help it in its dealings with both labour and management. It will be available when parties are jointly prepared to seek outside advice, in complex areas such as job classification and pension and welfare plans. The service will draw on expertise from the Department of Labour and other agencies.

O'Connell announced that **research would be undertaken in five areas important to employer-employee relations and collective bargaining.** The first is an analysis of social and economic forces likely to affect future collective bargaining relationships. Secondly, better and more

up-to-date facts on wages, working conditions and provisions of collective agreements will be collected. Thirdly, research will be done to support work done by the industrial relations advisory service and the industry specialists program. Fourthly, industrial relations training programs will be appraised to determine their effectiveness, especially as they pertain to mediators and arbitrators, before continuation of departmental support for the programs. Lastly, information on industrial relations in other countries will be gathered in hopes of improving relations by international exchange of experience.

O'Connell called for "a better acceptance of the role of unions and the role of free collective bargaining" in order to "strengthen the role of collective bargaining as a democratic force in Canada." To accomplish this, he asked for an opening of "a dialogue with representatives of labour and with representatives of management to explore the concept of improving industrial relations."

Labour Minister O'Connell is a firm believer in free collective bargaining and said that he does not disapprove of giving collective bargaining to essential services.



Our experience with collective bargaining in the public service has not been too bad," O'Connell said at a press conference after his talk. "In six years we have had 230 settlements, and all but five were agreed to without a work stoppage. That's a pretty good record."

Although the Government is currently reviewing collective bargaining in the federal public service, the Minister said that there was no intention of withdrawing the right to strike or substituting it with compulsory arbitration. **"In a free society, compulsory arbitration won't work. That is not to say that in certain areas the right to strike may not be feasible. If the system breaks down in essential services, you must take steps."**

All systems have their weaknesses, he said. "But you don't say that because of these few cases, collective bargaining won't work. About 95 per cent of labour-management disputes are settled without a strike. Free collective bargaining is still the best vehicle in the vast majority of cases." O'Connell told reporters that there were close to 3,000 labour-management consultation committees under federal jurisdiction. Concern was voiced that the federal mediation service might appear too interventionist. "It's a risk we have to take," O'Connell said. "We have had some pummellings, but the service is solid." When asked his opinion of the ability of the courts to judge labour relations cases, O'Connell said that in general he wondered if it was time for society to consider whether the courts are appropriate agencies to determine labour-management cases. "The bargaining process may well put undue strain on the court system," he said. The role of the courts may have to be reviewed, and one possibility would be a separate system of labour courts.

Despite the headaches sometimes involved in a free collective bargaining system, the Minister gave an unequivocal "yes" to the question: "Would you encourage the organization of more workers?" Concerning the CLC resolution asking that the minimum wage be raised from \$1.75 to \$2.50 an hour, O'Connell said: "It would not be responsible to move from the current level to this one. I believe that the Canadian minimum is higher at the federal level than it is in the United States." If the minimum was raised, there was always the danger of people losing their jobs. "In due course we will be proposing changes in the minimum wage, but you must remember that we cover only 10 per cent of the labour force, so we would be putting pressure on the system."

## Otto Kersten

Otto Kersten, General Secretary of the International Confederation of Free Trade Unions, cited multinational corporations as one of the major reasons for international co-operation between unions. He said that unions "are facing new forms of exploitation" through the activities of multinational corporations because of their speculative movements of capital and their policy of playing workers of one country off against the workers of another country. Calling for increased support for the ICFTU, Kersten noted the CLC's great co-operation in the past, but added that "the closest international bond" is the only guarantee for protection against such action by multinational companies. He commented that the upcoming Tenth World Congress of the ICFTU would discuss problems that arose out of the recent monetary crisis and would put pressure on governments for greater negotiation and less protectionism in order to work toward the long-term goal of full employment.

## David Lewis

**Extravagant demands in bargaining with management only tend to raise false hopes in workers, NDP leader David Lewis told delegates to the convention.** He asked for restraint on the part of labour leaders, saying that these false hopes may lead to frustration and strikes when management is unable to fulfill demands made. Lewis stated, "I believe that unions and their leaders should take a careful look at this area in collective bargaining to find ways of persuading the members to limit themselves to demands that can be socially justified." He did not, however, place all blame on the unions. "The failure of employers, particularly governments, to respond to genuine grievances and to make acceptable offers early in negotiations is a major cause of strikes. The public often blames the workers for a stoppage when the blame lies clearly on the employer."

Lewis called on union members to continue working for greater equality within the Canadian workforce, saying "I have been distressed that the gap between the low-paid worker and high-paid worker is growing larger every year and that the gap often occurs among the organized as well as the unorganized and even among members of the same union employed by different employers or engaged in different areas of work." He noted



especially that "the inequality and discrimination suffered by women, particularly in the work place, is growing in importance and urgency," and called on the labour movement to overcome these prejudices through "tireless work among the members and at the bargaining table."

Increased autonomy of Canadian affiliates of international unions should also be a goal, according to Lewis, and he views the fact that 85 per cent of the unions in Canada now control their own officers and affairs as a



measure of the progress made. Despite increased Canadian control of unions, though, **Lewis stressed the importance of "effective policies to regain control of our economy."** He concluded, **"Full self-reliance of Canadian labour is one of the potent weapons in the struggle for Canadian self-reliance."**

#### Peter Bommarito

Labour organizations today face "the greatest challenge in our history—that of maintaining a viable international labour movement in the face of the ever-pressing social, economic and nationalistic forces at work in each

country throughout the world," said the President of the United Rubber Workers of America, Peter Bommarito. Unity of labour is essential to combat problems which transcend national boundaries, he added, notably those caused by growth of the multinational corporations. Bommarito represented the AFL-CIO at the CLC convention.

The concentration of world wealth in fewer hands has reached the point where less than 3 per cent of the largest companies in the western world own more than 75 per cent of corporate property, and less than 2 per cent of the world's population possesses more than 60 per cent of the wealth, according to Bommarito, who noted that "the greatest perpetrator of this trend is the multinational company." The major industrial nations of the world find that **individual workers, local governments, and even countries are being manipulated by these powerful companies**, he claimed. He went on to say that multinational companies use labour as the scapegoat for the economic and social ills of our time, diverting the public's attention from themselves and their "economic cannibalism."

Labour is being blamed for the world's economic state, the inflationary spiral, the increase in imports due to rising domestic costs, and the export of jobs from Canada and the United States. Monopolistic power of labour is even blamed for the spread of multinational companies to more labour-friendly countries, according to Bommarito.

While labour takes the blame and high unemployment reigns in Canada and the United States, the multinational corporation prospers through its foreign subsidiaries, he contended, and through it all the people who helped make international expansion possible for the corporation are left without jobs. He cited International Telephone and Telegraph, Chrysler and U.S. Steel as examples of companies that have dispersed their operations throughout the world to take advantage of various different conditions. It is unfair, he contended, that while these companies grow they pay a smaller percentage of their income (10 per cent) in federal taxes to the United States than does the average middle-American family.

"We are no longer to consider the productive resources of our country as 'ours'," Bommarito said, because "the multinational sees them as simply part of the world's resources." Because of the global aspect that these companies have taken on, a similar outlook must be taken



by the international union movement if it is to remain effective. Using the example of the shoe manufacturing industry, Bommarito pointed out how jobs have been transferred from labour-expensive North American production to countries with a cheaper labour supply.

"I chose this subject matter," Bommarito said, "to try to allay the fears of the Canadian workers on the approach which the AFL-CIO is taking in the United States to fight these global financial giants and to prevent re-occurrences of the tragic loss of jobs as in the shoe industry and others." He stated that efforts by the AFL-CIO to remove the tax loopholes and other financial advantages that enable companies to profitably export jobs overseas are incorporated in the Hartke-Burke Bill. It provides for regulation of imports, greater taxes on overseas operations, more control on international capital transactions, and other points which Bommarito hoped would limit the actions of large corporations.

Charges of protectionism levelled against the United States are not valid, he said, because the old concepts of free trade and protectionism have become obsolete in the shadow of multinational corporations. The AFL-CIO "believes in fair competition as far as wages are concerned, but we don't want to, nor can we, compete with the unrealistic wage level existing in Taiwan, Spain and Hong Kong . . . The American labour movement has no intention of becoming isolationist. But we are concerned about the jobs of our members. We say it is necessary to face up to the present realities in international trade—to replace free trade doctrines which are not working in 1972 by a policy of fair trade." Bommarito assured the CLC that the AFL-CIO **"will never knowingly take positions that would adversely affect our brothers and sisters in Canada."** He said that as President of the United Rubber Workers, "with a healthy and vigorous membership here in Canada, I will do everything possible to insure that the new trade bill will provide fair trade with Canada. And it is unthinkable





that I would ever be a part of any conspiracy that would hurt the rubber workers—or the steelworkers—or any other workers in Canada regardless of the reward. **This legislation most certainly is not directed at Canada—it is most certainly not anti-Canadian.**” In conclusion, Bommarito called on Canadian labour to work closely with fellow workers in the United States to cope with the problems presented by the growth of multinational corporations.

#### Lord Cooper

Trade unionists in Britain have an Industrial Relations Act that they consider to be “authoritarian, anti-union and ineffective” in solving industrial relations difficulties, Lord Cooper, of the British Trades Union Con-

gress, told delegates. “When the present Government came to power in June 1970, they inherited the strongest economic position since the war,” he said. “We told them that the most effective way of tackling rising prices was by creating a buoyant economy in which firms could run their plants at full capacity. We said that economic expansion would not only provide more jobs but would actually bring down production costs.” But the Government, “for purely doctrinaire reasons,” rejected their advice, he said.

“They apparently believed that the way to check inflation was by increasing unemployment,” Lord Cooper went on. “They sat on the sidelines while firms went bankrupt and whole communities suffered, while the unemployed in some regions began to assume disaster proportions and overall unemployment topped the million mark. Only now, nearly two years later, when the rate of inflation is worse than it was in 1970, and the numbers of unemployed almost doubled, have the Conservatives decided to partially adopt TUC policies and expand the economy.”

The Government, he contended, is wrong in its belief that legislation is the most effective way of tackling industrial relations difficulties. "The real charge against the British Industrial Relations Act is not just that it is anti-union and divisive, it is also that it is largely irrelevant to actual industrial relations questions." In their criticism of governments, however, trade unions could not afford to be entirely negative. "We cannot just react to events," he said. "We have to formulate our own policies and strategies in the light of modern conditions."

When there is a very high level of unemployment, trade unions generally are in a very weak bargaining position, Lord Cooper contended. When governments accept responsibility for ensuring full employment, unions are in a stronger position. "In a number of industries, the bargaining power of some workgroups has been increased by changes in the structure of industry making it possible for a few men to throw thousands out of work," he said. "Modern governments, who have taken responsibility for ensuring full employment and holding prices, have, therefore, tended to intervene more and more in collective bargaining."

Government intervention raises a very serious dilemma for the trade union movement. "As part of our trade union objectives, we take all steps possible to achieve security in employment for our members by a policy for full employment. This surely implies that we must have some regard for the economic consequences of our actions to the nation. This is not just high-minded altruism on our part. If, in fact, wage increases are simply met by price increases, the resulting inflation very often practically cancels out all the advantages gained by the wage increases." **A sophisticated trade union movement must not only be concerned about improved wages but also about what those wages will buy.** "If the promotion of wage increases creates a highly inflationary situation this becomes a self-inflicted wound."

Unless an understanding is reached with governments, trade union activity will be restricted through legislation, and this, Lord Cooper believes, will not improve industrial relations or collective bargaining. It was necessary, therefore, for trade unions, employers and government to reach an understanding. If trade unions are expected to consider the effect of collective bargaining on the community, they had the right also to demand a far greater say in decision making at all levels. "In many countries, there is a growing shop-floor desire for

greater participation that managements and government ignore at their peril," he said. "I believe we have to create new forms of industrial structures and new forms of collective bargaining that will give individual workers greater participation and involvement."

### UFAW and UEW applications

Re-admission of the United Fishermen and Allied Workers Union and the United Electrical Workers Union to membership in the Canadian Labour Congress was left in doubt at the convention. The two unions were expelled from the old Trades and Labour Congress in the early 1950s. Discussion at the recent conference centred around resolutions by CLC affiliates asking that the UFAW and UEW be granted affiliation "providing they abide by the Constitution of the Canadian Labour Congress."

A resolution proposing that membership be extended to the United Electrical Workers came up at the Wednesday afternoon session during the report of the Committee on Constitution and Structure. After some discussion of the resolution, it was noted by committee chairman Joe Morris that the power to approve affiliate memberships to the CLC lay solely with the executive council. Any convention vote on approval of either the UFAW or UEW applications was therefore superfluous since the final decision lay with the executive.

Chairman Donald MacDonald asked Morris why he had not been previously advised that the affiliation resolutions were unconstitutional. "If we had asked you to rule them out of order," he was told, "it is impossible to imagine the riot on the convention floor." After a lengthy debate over procedure, **delegates passed by a margin of 3 to 2, a motion calling for referral of the UEW and UFAW applications to the executive council for decision.** An earlier resolution passed by the Congress called on unions "to work toward and consummate if possible, the bringing into affiliation all legitimate trade





unions in Canada that are prepared to accept the aims, principles and constitution of the CLC." Though some delegates viewed passage of this motion as an encouragement that the UEW and UFAW would be accepted, many doubt that approval would be gained now that the matter has been referred to the executive council.

#### International unions

At the 8th convention of the Canadian Labour Congress in 1970, a resolution was passed calling for a firm policy supporting minimum standards of self-government for Canadian sections of international unions.

Acting on this resolution, a report was presented to the 9th CLC convention based on a questionnaire sent out to Canadian affiliates. The questionnaire tried to determine the degree of control exercised by the Canadian membership and officers of the union. International unions in the CLC include 88 labour organizations with a combined Canadian membership of about 1,109,000 representing 65 per cent of the total Congress membership. Of the 88 unions canvassed, 66 replied, representing about 90 per cent of the Canadian membership of the affiliated unions. Parts of the report are as follows:

**Election of Canadian officers by Canadians:** Canadian officers are elected by Canadian members in 36 of the 66 unions that responded. In the other unions that replied, Canadian officers are elected at large by Canadian and American delegates at a convention of the international union; or Canadian officers are elected separately by vote of the Canadian delegates at a convention of the international union; or officers are elected by referendum vote of the combined union membership in Canada and the United States; or the principal Canadian officers are appointed by the president of the international union.

**Determination of national policy by Canadian officers and/or members:** A total of 56 out of 66 respondents replied that Canadian officers and members determine policy dealing with the Canadian affairs of their union. Of the remainder, four said Canadians do not determine policy in Canada, one said Canadian officers and members for the most part determine policy affecting Canadian members, and two unions made no reply. Fifty-nine out of 66 unions replied that the elected Canadian officers do have the authority to speak for the international unions in Canada, one gave a qualified affirmative, three replied no and three gave no reply.

**Congress assistance to unions in the attainment of minimum standards:** There is conclusive evidence from the Survey on Minimum Standards that there is a close correlation between the size of membership and the degree of self-government. International unions that have a large membership in Canada are more likely to provide, by constitution or by practice, for the election of Canadian officers by Canadians. There are some international unions with such a small membership that it would be surprising if they could sustain an independent Canadian structure or the services of a paid staff. In many cases international unions that have small memberships in Canada subsidize the services that are provided for their Canadian members.



The information provided by the Survey on Canadian Standards confirms the report of the Commission on Constitution and Structure at the 1970 Convention, namely, that: Some international unions (as well as national unions) have membership bodies that are too small to support the variety and quality of services required for collective bargaining and other assistance to union members; the Canadian sections of some international unions are denied the right to independent status under their constitutions, but in practice they enjoy all the autonomy that they feel is essential for an effective operation in Canada. Constructive changes are taking place among international unions affiliated to the Congress resulting in the establishment of a greater degree of autonomy for Canadian sections of international unions. And co-operative studies by representatives of international and national affiliates and directly chartered unions of Congress should be continued and intensified with a view to negotiating mergers of unions in Canada to provide the basis of strong and effective organizations.

Certain other interesting points were brought out in the report: **Slightly more than half of the respondents allocate 50 per cent or more of members' monthly dues to their international union**, though the questionnaire did not ask what portion of head office expense, such as conventions, negotiation of collective agreements, publication of union constitutions, newspapers, allocation of strike funds, research and the like, could be apportioned to operations carried out on behalf of the Canadian membership. Respondents reported that Canadian conferences were held once a year by 36 of the 66 unions, while 21 reported that they hold a conference every two years. Approval to call a strike comes from Canadian executive boards, secret ballot or referendum for 36 of the respondents. The international president must give approval in the case of 18 respondents where strike funds will be required; and in nine, the international president, a vice-president or the international executive board must authorize a strike. A total of 38 unions print information in a language in addition to English.

### Economic Policy Committee

Three separate policy statements were presented to the convention by the Economic Policy Committee. First was a general economic policy statement. It criticized present federal economic policies on unemployment, saying, "a reduction in personal income taxes, especially among lower income groups who have a high propensity to spend, would have been the most effective and rapid means of creating consumer demand and hence jobs. Granting so-called tax incentives to corporations that are already operating below productive capacity, is



hardly a way to induce industrial expansion. This latest budget policy can only be described as bad economics." The report struck out also against low female participation rates in the Canadian labour force, noting that, "they (the ruling politicians) prattle about increasing female participation, although the proportion of Canadian women in jobs is still one of the lowest of industrialized countries."

Criticizing the "stop-go" economic policies practised in the past, the report called for a "full-employment budget on a national accounts basis, that would include



all levels of government and the Canada and Québec Pension Plans." According to the committee, "the only criterion that needs to be observed with regard to such increases is that they do not exceed, over a prolonged period, price increases in the principal countries with which we trade." Though the report urged free rein on price increases, it also urged that "Canadians under all income security programs be fully protected against inflation," and that "all federal income programs should incorporate escalation provisions which would reflect total increases in the consumer price index."

### Organization

A campaign to enlist the unorganized workers of Canada into unions was urged in a policy statement on organization. Statistics compiled by the CLC show that fewer than 50 per cent of the organizable workers are unionized, leaving two and a half million Canadian workers who are eligible for union membership but have not joined to date.

This small proportion of unionized workers has brought attacks by the press and government leaders that unions are a powerful and greedy minority imposing their demands upon a defenceless majority and have "shut the unorganized minority out of the benefits of trade unionism," the committee stated. Noting that in November 1971, only 17 per cent of all those unemployed were union members, the policy statement argues that "the greatest social good unions can confer upon the low-

paid, insecure and often poverty-stricken employed workers is to provide them with the protection and strength of trade union organization."

The report called for a gigantic national program to extend union membership to a greater proportion of the workforce, arguing that "labour's social, economic and political objectives are in danger as long as the present shameful lack of union organization continues." The most notable point in the program for action calls for "a full-scale special program concentrating on the white-collar sector." In order that this recruitment of white-collar workers might take place, an amendment was made to the CLC constitution. Each member organization will now be required to pay 15 cents a member each month instead of the 13 cents previously collected. The organizing campaign will have a first-year budget of \$390,000 and recruitment will involve 26 unions in sectors where there are white-collar employees eligible for union membership.

The report called the Hartke-Burke bill and the DISC legislation in the United States hints of protectionism, claiming that DISC violates "the letter and spirit of the General Agreement on Tariffs and Trade (GATT)." Although urging Canada to continue working within GATT for further tariff reductions, the report concludes that "when necessary Canada should take measures to prevent itself from becoming vulnerable to unfair import competition," so that domestic industries are not undermined and unemployment brought on.



The committee presented also a statement on energy policy to the convention. It urged that all steps necessary to increase Canadian control over domestic energy resources be taken by the federal and provincial governments. This should be done by bringing energy resources increasingly under public ownership in view of their "vital importance to all Canadians." Last to be presented was the statement on foreign ownership and investment. The committee reported itself "totally disenchanted" with a government policy that will have no effect whatsoever on the expansion of existing foreign corporations" and "will deal only with foreign takeovers of Canadian-based companies." The fact that final decisions on foreign takeovers will be scrutinized only by the Cabinet, the report said, means that the decisions "will be suspect on the ground of political pressures."

The committee had three recommendations to make. First, that a strong federal public agency, in co-operation with the provinces, screen and make recommendations on all new direct investment, as well as prospective foreign takeovers. All recommendations of this body, the report advised, should be made public. Secondly, Canadian-based companies must be subject at all times to Canadian law and not come under the jurisdiction of any foreign country. This would stop the problem of a foreign subsidiary in Canada being refused the right to trade because of trade policies imposed on its parent corporation in another country. Thirdly, "all wholly owned foreign subsidiaries must be compelled to disclose financial information of their Canadian business activities." The separation of this material from the balance-sheet of the parent company will better facilitate collective bargaining, the report concludes.

### International Affairs

In its policy statement on international affairs, the CLC called for action on several fronts. An immediate cease-fire in Southeast Asia was urged. This would be followed by withdrawal of all foreign troops from Cambodia, Laos, and Viet Nam and the establishment of a U.N. force to occupy the demilitarized zone. The International Affairs Committee registered also "growing impatience" with Canadian refusal to act on CLC demands that arms sales to the United States be stopped. The Congress proposed that Canada offer itself as host for negotiation of a permanent settlement of the Middle East crisis. Called for also in the statement were Canadian withdrawal from NORAD, admission of both East and West Germany to the United Nations, greater Canadian aid to developing countries, and the return of the AFL-CIO to membership in the ICFTU.

A number of resolutions were passed at the convention dealing with international affairs, most of which were covered in the policy statement. They included: a resolution calling for the destruction of any stockpiles of chemical and biological weapons in Canada; and another urging the setting-up of Canadian trade delegations to Asia, Africa, and Eastern Europe. Only one resolution in the international affairs section was defeated. It called for the British Trades Union Congress to protest British government policy in Northern Ireland, and was defeated on the advice of the International Affairs Committee.

### Industrial Democracy

A policy statement calling for a 10-point program to promote industrial democracy was presented stating, **"Canadian workers are demanding full recognition of their rights of participation in the decision-making process that determines wages, working conditions, job security and income security. They demand recognition of the right of participation in determining how their job should be done.** They demand recognition of the right to participate in decisions as to how the wealth that they help to produce should be shared. And they demand recognition of the right to a voice in any changes in work methods that could affect job security and income security." The program recommended by the committee included protection of the right to strike, protection of collective bargaining from imposed restrictions, and elimination of the concept of residual management rights. The final point pressed for changes in public policies that would guarantee an improved minimum wage, better system of manpower training and manpower mobility programs, and equal pay for equal work.

### Environmental management

A policy statement on environmental management called on delegates to act on a proposed 11-point program for action in protection of the environment. The statement included a demand for municipal programs of waste separation; support for mass transit systems and discouragement of automobile use; support for satellite towns as an alternative to urban sprawl; and a demand for the adoption of worldwide policies to stabilize world population growth.

**Part 2** with a complete report on resolutions approved at the convention will appear in the September issue of The Labour Gazette.



## Reaction to Bill C-183

**Bill C-183, an Act to Amend the Canada Labour Code (Part V—Industrial Relations), has been referred to the Parliamentary Committee on Labour, Manpower and Immigration.** The committee has received briefs from many interested groups and highlights of four of the briefs follow.

The main thrust of Bill C-183, like that of most Canadian labour legislation, is to further polarize labour and management rather than to provide a framework within which they may seek to resolve their divergent interests expeditiously in order that they may concentrate more of their attention on those matters which are of mutual interest, the Canadian Manufacturers' Association told the Committee. "As a consequence of this misdirected thrust, we see proposals that would facilitate the organizing of the organized, presumably because this is a worthwhile objective for its own sake. We see other measures that would strengthen the hand of the institutional forces of labour unions, but with little regard for the employee as an individual.

"We see also proposals, particularly those relating to technological change, that seem to be predicated upon the notion that labour-management problems can and should be resolved through direct confrontation and conflict. The Association believes that it would have been preferable to amend the Canada Labour Code in a way such as to require the parties of interest to conduct themselves more responsibly vis-à-vis the public and the individual employee."

The Association believes that the proposals in C-183 would discourage rather than encourage an elaboration of contractual provisions to deal with the effects of technological change on employees. Its brief reported on the highlights of a special study conducted by the Association. The study involved 214 companies and 1.8 million manufacturing employees during the period 1965-1970. "Of the 214 companies surveyed, 120 introduced varying numbers of changes that would have subjected them to the procedural delays, if not strikes, as provided for under this type of legislation. Some would have been affected on only three or four occasions, but most would have suffered innumerable or hundreds of delays or strikes during the five-year period. At the same time, less than half of one per cent of all persons employed by

These companies were dislocated and, it might be added, in many instances they were protected by SUB plans, separation pay and other freely negotiated provisions such as comprehensive seniority clauses."

While the brief made recommendations that would make the technological change provision less odious to the CMA, it emphasizes that the Canada Labour Code is an inappropriate vehicle for measures which will attempt to treat with problems that might arise from rapid technological innovation. "Not only would the Bill be bad legislation for industries coming under federal jurisdiction but, as for example in Saskatchewan, it could encourage provincial legislation which would impair the job security of all employees because of its adverse effect on the ability of Canadian industry to meet foreign competition for both foreign and domestic markets."

**The Canadian Labour Congress voiced strong support for legislation to deal with problems of technological change. Appearing before the Committee on Labour, Manpower and Immigration, officers of the CLC had some criticisms of proposed amendments to the Canada Labour Code but endorsed the principle of sections dealing with industrial conversion and a preamble to the code supporting the practice of collective bargaining.**

The preamble is an addition to the Bill in its present form. It was not included in the original Bill. The CLC commented: "In our view this represents a long-overdue statutory recognition of the importance of freedom of association and free collective bargaining as the pillars of sound labour-management relations in this country. It represents also, we hope, a commitment by the Government of Canada to a public policy that recognizes the role of unions in matters that affect the common good of our nation. We feel strongly that public policy should reflect the acceptance of unions as an integral part of our society, not only in matters of labour relations, but in all the affairs of state which touch upon the lives, interests and well-being of the working people of Canada."

With regard to the sections on technological change the CLC submission said: "We strongly support the principle that the Bill should deal with the issue of technological change. This principle we regard as being of paramount importance to working people everywhere. The trade union movement in Canada and elsewhere has always advocated that everything that bears upon

the economic and social well-being of the workers should be subject to negotiations in the collective bargaining process. It would appear that this advocacy has gained some support from the Government of Canada in the area of matters relating to technological change."

At the same time the CLC had reservations on some specific sections, suggesting that there were loopholes that could be used by employers to escape the provisions of the Bill. The Congress strongly opposed the proposal to change the composition of the Canada Labour Relations Board, ending the present representative structure. It was argued that with labour and management representation, the board had established an enviable record. "Regardless of any other changes that might be made with respect to the functioning of the Canada Labour Relations Board, we deem it absolutely necessary that this representative character of the Board be preserved," the CLC said.

The labour spokesmen said they saw a danger that, with the suggested changes, patronage might eventually become a factor in the selection of Board members. There was also concern that the Board might take the form of a labour court and become too rigid in its functions. The Congress said also that it welcomed the removal of the section of the original Bill that would have placed severe restrictions on picketing.

**"The Professional Institute of the Public Service of Canada finds itself in broad agreement with the proposed amendments, declared Leslie Barnes, Executive Director of the Institute when he appeared before the Committee. "We support the Government's intention to extend collective rights to categories of employees hitherto outside the scope of the legislation. We endorse also the imaginative, yet, in our view, workable formula laid down to enable the effects of technological change to be dealt with in collective bargaining regardless of the time such changes are introduced."**

Mr. Barnes went on, however, to criticize the legislation for making what he felt was an artificial distinction between professional employees for whom licensing by the relevant professional organization was necessary—for



example, engineers and lawyers—and other academically qualified employees. “We think,” Mr. Barnes said, “that collective bargaining would be much more meaningful if this definition (of a professional employee) were changed in order to reflect the community of interests that undoubtedly exists between university educated and professionally qualified employees as a whole.” Under the Bill, engineers, lawyers and others could readily form bargaining units, but professionals such as chemists and economists would probably not be able to persuade the Canada Labour Relations Board that they constituted appropriate bargaining units.

**With the advent of the major construction programs in the Yukon and Northwest Territories recently announced by the Prime Minister, the Canada Department of Labour will be confronted with a new form of labour relations conditions and problems to which its labour relations laws are not adaptable.** This accounts, in large part, for the concern of the Canadian Construction Association with Bill C-183 and its failure to provide a framework to “fit” the needs of the construction industry, CCA President Eric Hartley told the Committee. Most of the initial investment in the Territories will be funded with taxpayers’ money. In view of provincial experiences with construction labour relations and repeated recommendations by eminent experts that there be special laws to regulate construction labour relations, it is incredible that this Bill does not seek to ensure that order will prevail in the development and conduct of these relations under federal jurisdiction. Such failures will account for needless waste and costs running into millions of dollars.

The CCA’s concern, declared Hartley, is not limited to the major omissions in the Bill but extends to the manner in which it proposes to deal with technological change without regard to the effect implementation of these provisions would have on construction operations. “This subject is bound to be extremely important for the construction program that is contemplated for the north. The present workforce there, is relatively small. Initial operations will begin in conventional ways but as

problems are encountered immediate solutions will have to be found to them. Therefore, there are bound to be rapid and major innovations. Innovations that are likely to have major impacts on the actual or potential work forces. Innovations that we cannot afford to delay 90 days or more while the parties to collective agreements negotiate or fight over whether they should be introduced or what price will have to be paid for their introduction.

“The Minister of Labour has attempted to reassure us that the Bill’s provisions would not operate to affect adversely the collective bargaining patterns that have evolved and are most suited to construction operations. Our view, supported by legal opinions, is that the language of the Bill cannot bear such assurances. Furthermore, the Bill does not even accord legal status to the Associations that presently represent construction employers in collective bargaining—nor does it give official recognition to the form of bargaining that takes place. “I wish to emphasize, Mr. Chairman, that we do not quarrel with the objectives that the Bill seeks to achieve in these matters nor do we think that employees should be expected to shoulder the adverse effects associated with the introduction of technological change. The fear expressed in our brief that the provinces might follow the federal Government’s example on technological change has already been borne out in Saskatchewan with its Bill 134.”

The recent budget, said Hartley, sought to encourage the manufacture of more Canadian goods. “These include many prefabricated products and components extensively used in construction. The boycott of prefabricated products and many services is a major problem in construction labour relations. Bill C-183 does not provide machinery to regulate these boycotts, which add appreciably to the cost of construction. Unless there is adequate legislation to deal with the boycott problems, much of our potential benefits from the budgetary measures risk being lost. We are told by the Minister of Consumer and Corporate Affairs that this matter and other union actions in restraint of trade would be more properly dealt with under labour relations legislation than in the Competition Act. We therefore urge, Mr. Chairman, that your Committee take whatever steps are required to ensure that appropriate legislation is enacted to deal with these matters.

# Financial aspects of international unions

by Ken Eaton

In the current discussion of the role of international unions in Canada, one of the issues is the alleged exploitation of the Canadian members of these unions. The argument has two facets: first, that the Canadian members are paying too much to the unions for what they receive in return; and second, as a result of this, that the unions make a surplus on their Canadian operations. The purpose of this article is to examine the relevant financial data bearing on this subject.

**In discussing union finance, regard should be paid to the considerable degree of autonomy possessed by the majority of local unions.** In most international unions, the officers of Canadian locals are elected by, and responsible to, their Canadian members over a wide area of their operations. In the sphere of finance, they decide their own initiation fees and dues within limits set by the constitution of the parent body; the latter will normally stipulate either a minimum or a maximum—or both a minimum and a maximum—that the locals can charge for fees and dues. The locals may also levy assessments for specific purposes, such as a strike fund or a union building, and impose fines and transfer fees, usually within limits established by the constitution.

Out of their revenue, the locals pay a per capita tax to headquarters—that is, a fixed monthly amount per member—plus a proportion of the fees collected, and new locals pay a charter fee; all these are usually laid

down in the constitution. The remainder of their income will be spent on such items as the salaries of local officers and employees, office expenses, strike payments and rents, as well as on affiliation fees in cases where the locals are affiliated to a local or provincial federation of labour. (They may also pay to a district federation of their own union, although expenses of these are usually met by headquarters.)

Apart from the income derived from per capita taxes, charter fees, and a proportion of initiation fees, the headquarters may also levy assessments for specific purposes—for example, a strike fund, or when its financial resources become dangerously low; again, these are subject to limits laid down by the constitution. They will also derive income from investments, rent and other sources. From their income, they will pay the salaries and expenses of international officers, headquarters' administrative and office expenditures, district working expenses, strike benefits and welfare benefits, as well as affiliation fees to the Canadian Labour Congress.

**In view of the autonomy possessed by the Canadian locals, any "exploitation" at the local level would be of Canadians by Canadians, and therefore a study of local finances would be of limited relevance to the discussion.** It is therefore necessary for us to consider the financial aspects of the headquarters of the international unions.

The main source of information is that collected by the federal Government under the Corporation and Labour Unions Returns Act. Under the Act, all unions with 100 or more members resident in Canada and having a local



or branch in Canada are obliged to report their total income and expenditure for the year under review. Income includes "net dues and assessments," interest, dividends, rents and other income. Net dues and assessments include amounts received by headquarters in per capita taxes (referred to in the Act as "dues per capita"), initiation fees, assessments and fines, but exclude amounts refunded to locals and branches, and those paid to welfare plans administered by outside bodies.

The above information must be supplied by both international and national unions. In addition to this, the international unions must report aggregate figures for "net dues and assessments" from Canadian residents (on the income side), and for the salaries and remuneration of employees resident in Canada, and for strike payments and welfare benefits paid to members or locals in Canada (on the expenditure side). They are not requested to make any apportionment of other items of income and expenditure, such as interest, dividends and rent (on the income side), and office and administrative expenses, professional fees and depreciation, (on the expenditure side). In order to obtain an overall income and expenditure account of the Canadian operations of international unions, estimates have to be made of the latter items.

Before indulging in this guesswork, it will be useful to compare the income and expenditure on the reported items of the international and the national unions. From Table 1 it will be seen that **the per capita income from net dues and assessments of national unions in 1969 was greater than that of international unions and has increased more rapidly since 1962**, the year for which the first of these reports was published. In 1969, a member of an international union paid to his union headquarters an average of \$30.15, compared with \$33.44 paid by a member of a national union—that is, an average of \$2.50 versus \$2.79 a month. (In most cases, of course, this would have been paid by his local out of revenue derived from such monies as monthly dues and assessments.)

The higher figure for the members of national unions may be attributable to the fact that a larger proportion of union dues stays with the locals in the international unions than in the national unions. Among the national unions are many that are merely provincial or even smaller than provincial in scope; they have a direct relationship with their locals, providing them with services that would be provided by the locals themselves in the international unions. At the same time, the income received by the headquarters of the international unions does not include the income of those Canadian districts that are financed by affiliation fees paid directly by the locals.



Ken Eaton

A study of the financial provisions of union constitutions does not help us much in comparing the per capita taxes of national with international unions, as many of the former do not stipulate these in their constitutions. Table 2 indicates the difficulty of making a valid comparison. The constitutions of more than 50 per cent of the national unions (30 out of 57) do not stipulate the per capita tax. To obtain figures on which a more valid comparison could be made, a survey would have to be undertaken of the per capita taxes levied by those unions whose constitutions do not stipulate an amount.

**On the expenditure side, the only concrete comparative figures we possess are the expenditures on three items—namely, salaries and other remuneration, strike benefit expenditure, and pension and welfare benefits** (see Table 1). Comparison between the latter two show that the national unions paid less per member in strike benefits and pension and welfare benefits than did the international unions; this is even more true of pension and welfare benefits, as the national unions paid very small amounts per member. In the case of salaries and other remuneration, the expenditure per member was greater in the national than in the international unions, and it has been rising more rapidly since the first report for 1962.

It is interesting to note that in the case of the national unions, per capita expenditure on salaries and other remuneration shows almost the same increase as their per capita income; but in the case of the international unions, the percentage increase in salaries is substantially less than the percentage increase in income. When

comparing the salaries and other remunerations paid by the national and the international unions, one should bear in mind that the amounts given for the international unions do not contain any apportionment for salaries of international officers who are not resident in Canada, but who may render services to their Canadian sections. A true assessment would include an apportionment of the salaries not only of those who render specific services to Canada, but also of those headquarters' officers, such as the president, secretary-treasurer, research officer and journal editor, who provide services to the union as a whole.

Because little information exists about the salaries of the officers of trade unions, it is difficult to make comparisons between those of the national and international unions. Some information on the top officers can be obtained from an analysis of the constitutions of the unions, although in this, as in the case of per capita taxes, the information provided by the nationals is less comprehensive than that provided by the internationals.

The presidents and secretary-treasurers of international unions are responsible for a much larger membership than their counterparts in the national unions, so it would be unfair to compare the salaries of these two groups. A more realistic comparison would be between the salaries of presidents of national unions and those of vice-presidents or executive board members of international unions. Such a comparison is contained in Table 3. As can be seen, the information on the salaries of national union presidents is sparse; only 17 out of 27 constitutions contained such provisions. (The analysis is based on constitutions operative as at December 31, 1966.) Of these 17, there were six in which the salary of the president was not stipulated in monetary terms. Any comparison with the international figures must therefore be highly tentative in the absence of further information.

If a survey were taken, however—bearing in mind that two of the unions whose officers's salaries were not stipulated in their constitutions were the CUPE and CBRT (their presidents then earned substantially less than \$20,000 a year each)—it is highly unlikely that it would show percentages in the upper salary ranges comparable to those of vice-presidents of international unions. In 12 of the latter, representing a third of the total Canadian membership of international unions, the vice-presidents received salaries of \$20,000 and more.

We have argued that, as the presidents of international unions cater for a larger number of members than do those of national unions, it would be unfair to compare the salaries of these two classes of people. Size, however, is only one of the factors determining the salary of a union official. Many small unions, catering for highly paid employees, have to pay fairly high salaries in order to obtain the services of people with the necessary qualifications to understand the problems of their members. This would apply to national as well as international unions.

### Funds across the border

The other facet of the argument is that the international unions make a surplus on their operations in Canada—that they receive more in income than they pay out in expenses. This charge is denied by the internationals, who claim that they spend more in Canada than they receive in income.

For example, an official of a Canadian national union, "citing Canadian government figures . . . said that a net total of \$80 million has been poured into the United States trade union movement in the last seven years by Canadian union members." (Montreal **Gazette**, March 19, 1971.) On the other hand, the presidents of the Communication Workers, the United Rubber Workers, and the Oil, Chemical and Atomic Workers unions have all claimed that their unions were putting more money into Canada than they were taking out. (Toronto **Globe and Mail**, February 20, 1971.)

Unfortunately, the newspaper report in which the claims of the union presidents were made did not give any actual figures to substantiate the claims. **In the case of the United Steelworkers of America, however, the international with the largest number of Canadian members, it is probable that the Canadian operations have been subsidized, at least during the years 1962 and 1967.**

This tentative conclusion is drawn from Table 4, which is drafted from figures given in the union's half-yearly Audit Reports. From this, it will be seen that, in each year except 1966, there is a small surplus of income over the expenses of the Canadian district offices (Item 3). If one considers this surplus as the Canadian contribution to the costs of the international office, it will be seen that the percentage contribution of Canadian members (Item 5) to the international office never exceeded 7 per cent. This is substantially less than the Canadian percentage of total membership (approximately 12 per cent). It should further be borne in mind that the expenses of the international office included the costs of



the Canadian national office (the USW has a national office as well as district offices) and the affiliation fees to the Canadian Labour Congress; these items alone would absorb a considerable part of, and perhaps more than, the surplus.

In order to decide whether the international unions as a whole show a deficit or surplus, however, we have to use the aggregate figures provided by the CALURA administration. The first pitfall in using these figures is indicated in the above-quoted remark of the national union official. The surplus to which he refers is derived from subtracting only certain specified items of expenditure (namely, those referred to in Table 1) from net dues and assessments. Other items of income and expenditure, which are discussed in the ensuing paragraphs, are not taken into account in arriving at this surplus. In fact, using only these selected items of income and expenditure, it could be argued that the national unions, representing a much smaller membership than the internationals, made a surplus of \$58 million in the same period. And a glance at Table 1, which is based on these figures, will show that, **in 1969, the surplus per member of the national unions was \$15.18, compared with one of \$7.20 for the international unions.**

A more complete list of appropriate items of income and expenditure is given in Table 5. Items 1, 5a, 8 and 9 are the aggregate figures from which the per capita amounts in Table 1 have been calculated. These are the only items for which the CALURA administration requests the international union to give appropriate apportionments for their Canadian operations. In the case of the other items, the unions are merely requested to give amounts for the union as a whole. Consequently to arrive at an income and expenditure account for the Canadian operations of these unions, some apportionment of these total amounts has had to be made.

As Canadian membership is approximately 7 per cent of the total membership of the international unions operating in Canada, the figures given in Table 5 for items 2, 3, 6, 7, 10, 11 and 12 are estimated by taking 7 per cent of the total union amounts for these items. It would, however, be unfair to charge the Canadian operations with 7 per cent of the gross salaries, wages and other remuneration of officers and employees other than those resident in Canada (Item 5b); and in this case the figure used is one per cent of the total. This is an arbitrarily chosen percentage; it is probably an overestimate, because the totals of items 5a and 5b are usually well above 7 per cent of the total gross salaries and other remuneration of the international unions.

There is no denying that these estimates are crude. The supporters of international unions might argue that it is unfair to allocate as much as seven per cent of interest, dividends and rent and other incomes to the income side of the Canadian operations, for the Canadian operations have been subsidized in the past and have not contributed to the surplus from which the above income is derived. At the same time, there will be differences between the supporters and opponents as to a realistic allocation of the non-selected items of expenditure.

In order to achieve greater accuracy, more information would be required from the international unions as to their assessments of realistic apportionments of these items. For the first three reporting periods, the AFL-CIO made estimates based on questionnaires to their affiliates; these indicated a debit balance of \$973,783 in 1962, and credit balances of \$1,514,773 and \$1,225,478 in 1963 and 1964. (See J. Crispo, **International Unionism**, p. 276). These figures, however, did not make any assessment for the Canadian apportionment of interest, dividends, rent and other income.

One of the most significant items to emerge from Table 5 is the important part that strike benefit expenditure plays in deciding the magnitude of the balance. **A heavy strike expenditure in the Canadian operations, as in 1965, 1966, 1968 and 1969, can drain to a considerable extent the resources of the international unions.** The costliness of the strike weapon to the unions is indicated in an article by Wilfred List in **The Globe and Mail** of November 10, 1970. The 1970 strike against General Motors faced the UAW with the necessity of mortgaging some of its properties and borrowing from other unions. List estimates that Canadian members of the Steelworkers drew about \$11.5 million in strike pay from the international in 1969 in support of strikes at the Steel Company of Canada and International Nickel. If it were the objective of the internationals to make a surplus on their Canadian operations, then it would be in their interests to try to minimize the amount of strike activity in Canada.

In this respect, some estimates of strike income and expenditure of the Auto Workers are interesting. This union has a separate strike fund, into which is allocated a portion of the per capita tax as determined by the constitution. As this makes it possible to estimate the income this fund derives from the Canadian membership, and the union journal publishes a statement containing its strike expenditure in Canada, it is possible to draw up a strike income and expenditure account for this union (see Table 6). From this, it will be seen that, **between 1964 and 1969, the UAW Strike Fund paid out more to Canadian members than it received.** These figures do not take account of the "Miscellaneous" item in

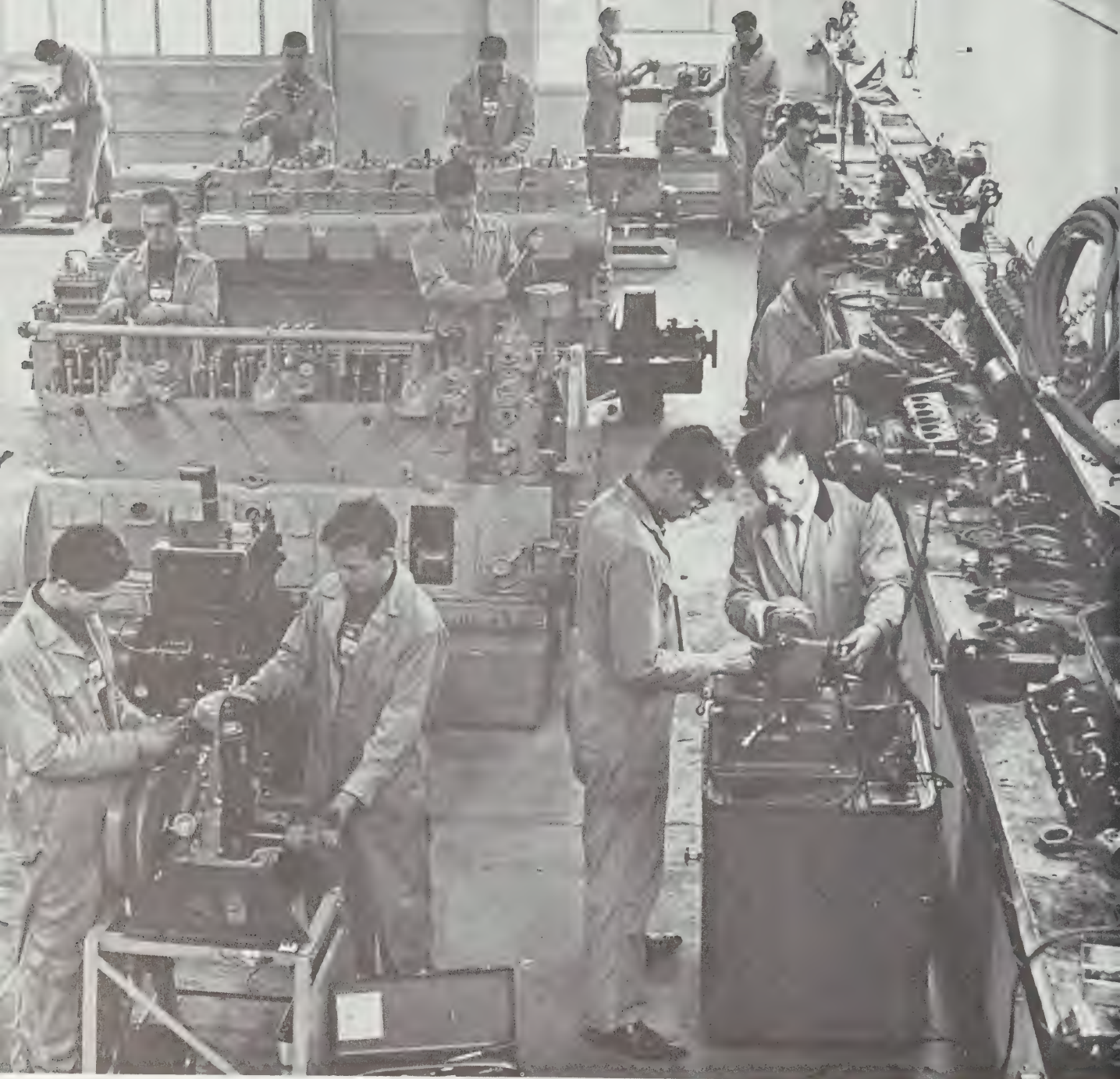


the international's fund, which covers donations to non-UAW strikes, some of which may have been in Canada. During the same period, the total income of the UAW strike fund exceeded expenditure by about \$17 million, and the balance of the fund increased commensurately.

It is not possible to use the CALURA figures to draw up a strike income and expenditure account for all international unions operating in Canada, as all unions do not have a separate strike fund allocation, as does the UAW. In many unions, strike benefits are paid out of a general fund, and assessments would be made only when this fund got dangerously low. Consequently, the figures given by CALURA for "strike benefit assessments" would understate the amounts paid by Canadian in financing strikes.

From the evidence here presented, however, it is probable, but by no means certain that, taking into account Canada's share of income other than that derived from dues and assessments, the international unions now show a credit balance on their Canadian operations. In years of intensive strike activity, there may be a debit balance, but in other years the credit balance could be substantial. From 1962 to 1969, according to the calculations used in Table 5, the over-all net income was \$16½ million. During the same period (using CALURA figures), the over-all net income of the international unions was \$442 million, and of the national unions, \$9 million (see Table 4a). As the Canadian membership of the national unions was about 7 per cent of their total membership, these figures show a disproportionately low contribution to the net income of their unions. And **because Canadian membership of the international**





**unions is about double that of the national unions, the per capita contributions of international union members to the resources of their unions are not greater than are those of members of national unions.**

The fact that the Canadian members have contributed to the funds of the international unions is a factor that should be taken into account in any discussion regarding the formation of separate Canadian unions. According to the 1969 CALURA report, the net worth—that is, assets minus liabilities—of the international unions operating in Canada was \$1,006 million, and the total

membership of these unions was approximately 17,700,000. This means that each member has an investment of approximately \$55 in his union. As these unions have a Canadian membership of 1,370,000, the complete secession of all these members from the international unions would mean the complete loss of control over an investment of \$78 million. This figure does not take into account those funds held by the local unions that might be impounded by the internationals in the case of secession. The establishment of Canadian unions to cater for the members already in the internationals would necessitate equivalent resources if these unions were to be equally effective.

### Locals' finances

The amount of fees and dues that locals charge their members is an internal Canadian matter, as these are usually decided by the Canadian locals themselves. As already stated, the usual practice is to allow the local to determine the amount of fees and dues to be charged its members, the constitution merely stipulating a minimum and a maximum, as well as the amounts that have to be paid to headquarters. Thus, a limited amount of information on the income side of locals' finances can be obtained from the union constitutions.

The constitutions of international unions are much more comprehensive than those of the national unions, and they contain more provisions regarding finances. Almost all the constitutions of international unions contain provisions for monthly dues and initiation fees, whereas there are a large number of national unions whose constitutions do not contain such provisions. Furthermore, in many of the national unions whose constitutions do contain provisions for dues and initiation fees, the amounts are often not stipulated, but are decided either by the convention or the executive board.

In a study conducted by the Canada Department of Labour (J. K. Eaton, **Constitutional Framework of Union Finance**, see p. 33-35), it was found that the largest percentage of members of internationals were in unions that established minimum monthly dues of between \$4 and \$4.99, whereas the largest percentage of members of national unions were in unions that established minimums of between \$2 and \$2.99. Although the evidence is not conclusive, it is reasonable to suppose that the monthly dues charged by locals of national unions were less than those charged by the locals of international unions.

Initiation fees constitute a small proportion of union income: even in the international unions, where initiation fees are much more common than in the national unions, they represented only 3.1 per cent of total income from dues and assessments in 1967. The practice of charging initiation fees, however, is more common in the international than in the national unions; and in the latter, the majority of initiation fees are in the lower ranges. High initiation fees, like welfare plans, are considered more important as a means of maintaining exclusiveness and union loyalty. Welfare plans are more common among international than among national unions.

The monthly dues charged by the locals will depend very largely on the services they have to provide in the absence of such services being provided by the national

or international headquarters. For example, where a local employs a business agent, the revenue, and consequently the dues, of the local will be greater than that of a local that does not need to employ one. For this and other reasons, there is considerable variation in the amount of dues charged by locals, and in order to obtain a true picture of the sources of locals' incomes, it would be necessary to conduct a survey of Canadian locals.

So far, no such research has been conducted. Local unions are not required to report under the CALURA, and, to quote the 1962 CALURA report (p. 127), "as local financial accounts are not consolidated with those of headquarters, financial affairs of local unions are not reflected in the statistics in this report."

Taxation statistics for the years 1965 to 1968 indicate that the amount paid in dues to locals was about double the amount paid by locals to the headquarters of both national and international unions in net dues and assessments. According to the 1968 CALURA report (Table 30, p. 90), the latter amount was \$67,921,000; **Taxation Statistics** (1970 edition, Table 3, p. 38) shows that exemptions and deductions for union and professional dues in 1968 for all employees (excluding professionals) totalled \$135,393,000. Statistics for 1965, 1966, and 1967 show approximately similar relationships between "net dues and assessments" and "exemptions and deductions for union and professional dues." Because some union members would not be included in the taxation statistics, the total amount paid in union dues to locals would be slightly above that given in the taxation statistics, but not appreciably so. (From these figures, the average union dues per member in 1968 was \$65 per annum.)

### Need for more information

The purpose of this article has been to shed a little light on a subject on which much heat has been generated. The deficiencies in the material used have been clearly recognized, and the tentative nature of any conclusions indicated. The administrators of CALURA are aware of the deficiencies in the information they provide, and have stated that **the limitations in their report "make apparent the gaps and deficiencies of the existing informational resources, particularly in the key areas of international union financial transactions, collective bargaining agreements and local union activity"** (1967 Report, p. 126).



The gaps in information regarding collective bargaining agreements are outside the scope of this article. Obtaining more information about international union financial transactions raises the problem of the correct method of apportioning the cost of services provided by headquarters, such as research, legislation, publications and education. The CALURA report argues that "the money costs assignable to these services are immeasurable, inasmuch as, in many respects, they are not reducible to simple monetary terms." It was for this reason that reporting was limited to items of direct income and expenditure, for which no apportionments were necessary.

It is however, incumbent upon the unions—international or national—to supply their own members with full information on the financial affairs of the union, as recommended by the Wahn Committee: "Financial statements in reasonable detail, giving members a clear view of the financial operations of the unions, should be made available to all members". (**Eleventh Report of the Standing Committee on External Affairs and National Defence respecting Canada-U.S. Relations**, 1970, p. 61.)

Several unions do provide their members with such financial statements, among these being the two largest international unions operating in Canada, the Auto Workers and the Steelworkers. The Auto Workers publish in their monthly journal an annual financial statement containing a comprehensive list of income and expenditures, including the expenses of the Canadian district office, and of strikes in Canada.

The Steelworkers publish a half-yearly Audit Report, which is freely available, and which is more comprehensive than that of the Auto Workers. It contains a statement of the receipts from, and per capita refunds to, every local in the union, as well as district summaries of these receipts and refunds, and the expenses in detail of the international and district offices. Since 1968, when provision was made for a separate strike and defence fund, the receipts and payments of the fund have been reported on a district basis.

In the International Association of Machinists each lodge (local) receives from headquarters a half-yearly audit report and a monthly statement of receipts and disbursements; they also receive from the Canadian office a half-yearly financial statement for the Canadian operations (in English or French). All these documents have to be tabled at the lodge meeting. Prior to its merger with the Amalgamated Meat Cutters, the Packinghouse Workers union produced a detailed separate finance report for its Canadian district; this practice has been continued in the merged union.

Less information exists about union locals' finances, and some research into this subject might be useful, although, as argued above, it is not relevant to the current discussion on international union finance. In the U.S., local unions are obliged, under the Landrum-Griffin Act, to report on their finances. This act however, was introduced in the aftermath of a Congressional inquiry into union corruption, when Congress concluded that tighter government surveillance of the unions was necessary.

There is no evidence of widespread corruption in Canadian unions to merit such surveillance, the demands for more information arising mainly for reasons connected with the current public discussion on questions of Canadian nationalism. Canadian unions have never been unduly backward in responding voluntarily to Government requests for information about their operations, and it would be more in line with Canadian tradition that such voluntary approaches be continued.

It is natural that Canadian citizens should be concerned about institutions whose purse strings are held by hands other than those of Canadians. **The union movement, however, is itself composed of Canadian citizens and is probably more responsive to Canadian national feelings than are other across-the-border institutions. At the moment, there are good indications that it is seeking to deal with the situation.**

(Dr. J. K. Eaton has been an economist in the Economics and Research Branch of the Canada Department of Labour since 1968. Before this, he was research director for the Public Services International, the international federation of trade unions in the public service. He has also been a consultant to ILO, UNESCO and OECD missions. He graduated from the London School of Economics and received his PH.D. from London University. Dr. Eaton has been active in the trade union movement since 1939 when he organized colliery clerks in the Yorkshire, England, coalfields. He is joint author of **Union Growth in Canada, 1921-1967**, and author of **Constitutional Framework of Union Finance**, published by Information Canada. The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.

Table 1—Per Capita Amount of Selected Financial Data Relating to the Canadian Operations of International and National Unions, 1962-1969

|  | 1962            | 1963  | 1964  | 1965  | 1966  | 1967  | 1968  | 1969  |
|--|-----------------|-------|-------|-------|-------|-------|-------|-------|
|  | (\$ per member) |       |       |       |       |       |       |       |
| 1 INCOME (SELECTED ITEMS)  |                 |       |       |       |       |       |       |       |
| Income on account of net dues and assessments paid by or credited to residents in Canada     |                 |       |       |       |       |       |       |       |
| i International unions .....   | 21.87           | 23.18 | 23.23 | 23.95 | 24.51 | 26.67 | 30.67 | 30.15 |
| ii National unions .....   | 16.68           | 18.64 | 18.79 | 22.13 | 25.54 | 29.74 | 33.29 | 33.44 |
| 2 EXPENDITURE (SELECTED ITEMS)   |                 |       |       |       |       |       |       |       |
| a Gross salaries, wages and other remuneration of officers and employees resident in Canada  |                 |       |       |       |       |       |       |       |
| i International unions .....   | 7.59            | 7.44  | 7.84  | 7.47  | 7.77  | 7.85  | 8.81  | 8.35  |
| ii National unions .....   | 6.48            | 7.19  | 7.75  | 9.24  | 10.37 | 11.44 | 12.75 | 13.67 |
| b Strike benefit expenditure to members resident in Canada and locals and branches in Canada |                 |       |       |       |       |       |       |       |
| i International unions .....   | 2.55            | 1.42  | 2.78  | 7.41  | 6.88  | 3.80  | 10.74 | 12.15 |
| ii National unions .....   | 0.58            | 1.42  | 0.58  | 1.57  | 1.48  | 2.98  | 1.07  | 4.27  |
| c Pension and welfare benefits paid by the union to beneficiaries resident in Canada         |                 |       |       |       |       |       |       |       |
| i International unions .....   | 2.33            | 2.39  | 2.34  | 2.30  | 2.24  | 2.09  | 2.27  | 2.45  |
| ii National unions .....   | 0.08            | 0.12  | 0.14  | 0.32  | 0.22  | 0.26  | 0.31  | 0.32  |
| d Total (selected) expenditure (a + b + c)   |                 |       |       |       |       |       |       |       |
| i International unions .....   | 12.47           | 11.25 | 12.96 | 17.18 | 16.89 | 13.74 | 21.82 | 22.95 |
| ii National unions .....   | 7.14            | 8.73  | 8.47  | 11.13 | 12.07 | 14.68 | 14.13 | 18.26 |
| 3 SURPLUS ON SELECTED ITEMS (1-2d)   |                 |       |       |       |       |       |       |       |
| i International unions .....   | 9.40            | 11.93 | 10.27 | 6.77  | 7.62  | 12.93 | 8.85  | 7.20  |
| ii National unions .....   | 9.54            | 9.91  | 10.32 | 11.00 | 13.47 | 15.06 | 19.16 | 15.18 |

Sources: Annual Report of the Minister of Industry Trade and Commerce under the Corporations and Labour Unions Returns Act (Part II) 1962, 1963, 1964, 1965, 1966, 1967, 1968 and 1969.

Notes: These figures are derived from Tables 27A, B, C of the 1963 Report (for revised 1962 figures), Tables 26 of 1963, 1964 and 1965 Reports, Table 30 of the 1966 Report and Table 32A of the 1967, 1968 and 1969 Reports. The 1962 membership figures are also revised in the 1963 Report.

The Government Employees' Organizations, none of which are international, have been included in the figures for national unions. The per capita amounts have been obtained by dividing the published total figures by the appropriate membership.

Table 2—Analysis of Per Capita Taxes as Laid Down in Union Constitutions, as at December 31, 1966

|  | International Unions | National Unions |
|--|----------------------|-----------------|
| No constitutional provision .....  | 1                    | 15              |
| Headquarters received all fees and dues .....                              | 1                    | 5               |
| Fixed by convention, or other body .....                                   | 1                    | 10              |
| Based on income or type of members, or income, type or size of local ..... | 18                   | 8               |
| Fixed amount, between  |                      |                 |
| \$ .00 and .99 .....   | 7                    | 9               |
| \$1.00 and 1.99 .....  | 17                   | 4               |
| \$2.00 and 2.99 .....  | 28                   | 6               |
| \$3.00 and 3.99 .....  | 9                    | —               |
|  | 82                   | 57              |

Source: J. K. Eaton, "Constitutional Framework of Union Finance", (Information Canada, Ottawa, 1970), see Appendix A, pp. 185-188.



**Table 3—Range of Salaries of Presidents of National Unions Compared with Those of Vice-Presidents and Executive Board Members of International Unions, as at December 31, 1966**

|   | Presidents of National Unions |                |                                       | Vice-Presidents of International Unions |                          |  | E.B. Members of International Unions |                          |  |
|---|-------------------------------|----------------|---------------------------------------|---|--------------------------|--|--------------------------------------|--------------------------|--|
|   | No. of Unions                 | No. of Members | % of Total Members of National Unions | No. of Unions                           | No. of Members in Canada | % of Total Members of International Unions in Canada | No. of Unions                        | No. of Members in Canada | % of Total Members of International Unions in Canada |
| Under \$5,000 .....   | 1                             | 440            | 0.1                                   | 3                                       | 37,140                   | 2.9  | 5                                    | 37,702                   | 3.0  |
| \$ 5,000 - \$ 9,999 .....   | 1                             | 3,213          | 0.7                                   | 3                                       | 31,843                   | 2.5  | 3                                    | 79,933                   | 6.3  |
| \$10,000 - \$14,999 .....   | 2                             | 21,655         | 5.3                                   | 17                                      | 206,292                  | 16.4   | 5                                    | 54,401                   | 4.3  |
| \$15,000 - \$19,999 .....   | —                             | —              | —                                     | 14                                      | 191,504                  | 15.2   | 6                                    | 179,207                  | 14.2   |
| \$20,000 - \$24,999 .....   | —                             | —              | —                                     | 7                                       | 193,707                  | 15.4   | 3                                    | 215,352                  | 17.1   |
| \$25,000 and over .....   | —                             | —              | —                                     | 5                                       | 229,981                  | 18.3   | —                                    | —                        | —  |
| For lost time only .....  | 6                             | 19,383         | 4.7                                   | 8                                       | 60,252                   | 4.7  | 11                                   | 125,368                  | 9.9  |
| According to wage of craft or industry .....                        | 1                             | 1,250          | 0.3                                   | 1                                       | 7,507                    | 0.5  | —                                    | —                        | —  |
| Amount not stipulated .....   | 6                             | 167,656        | 41.1                                  | 21                                      | 250,096                  | 19.9   | 12                                   | 121,273                  | 9.6  |
| Total involved in the "Survey of National and International Unions" | 27                            | 407,356        | 100.0                                 | 87                                      | 1,255,512                | 100.0  | 87                                   | 1,255,512                | 100.0  |

Source: As for Table 2, pp. 147-148. The figures for provincial unions have not been used, because none of them stipulate their president's salary in monetary terms.

Note: The totals include those unions whose constitutions made no provision.

**Table 4—Income and Expenditure of the United Steelworkers of America on Their Canadian Operations, 1962-1967**

|   | 1962   | 1963   | 1964   | 1965   | 1966   | 1967   |
|---|--------|--------|--------|--------|--------|--------|
| 1 Net income received by international headquarters from Canadian locals .....  | \$000  | \$000  | \$000  | \$000  | \$000  | \$000  |
| 2 Total expenses of Canadian district offices .....   | 2,203  | 2,485  | 3,015  | 3,397  | 3,772  | 4,007  |
| 3 Balance of income after meeting expenses (equals Canadian contribution to expenses of the international office) ..... | 1,968  | 1,908  | 2,151  | 3,030  | 3,875  | 3,400  |
| 4 Total expenses of the international office .....  | 235    | 577    | 864    | 367    | —103   | 607    |
|   | 11,738 | 11,801 | 12,805 | 13,035 | 13,842 | 14,755 |
| 5 Canadian contribution as a percentage of the total expenses of the international office .....                         | %      | %      | %      | %      | %      | %      |
|   | 2      | 5      | 7      | 3      | —      | 4      |

Source: Audit Reports of the United Steelworkers of America. These reports are produced half-yearly, the above figures being the sums of the figures derived from the two appropriate reports.

For item 1: see Exhibit 1 in the appropriate reports. The above figures are the receipts minus per capita refunds for the three Canadian districts then existing.

For item 2: see Exhibit 3 in the appropriate reports. The above figures are the total expenses of the three Canadian districts. N.B. They do not include the expenses of the Canadian national office, which are included in the figures for item 4.

For item 3: Item 1 minus Item 2.

For item 4: see Exhibit 2 in the appropriate reports.

For item 5: Item 3 expressed as percentage of item 4.

N.B. In 1968, the Audit Report took another form in which strike expenditures were shown separately. In the same year, the number of Canadian districts was reduced from three to two.

Table 5—Estimated Income and Expenditure of International Unions on Their Canadian Operations, 1962-1969

|  | 1962   | 1963   | 1964   | 1965   | 1966   | 1967   | 1968   | 1969    |
|--|--------|--------|--------|--------|--------|--------|--------|---------|
|  | \$000  | \$000  | \$000  | \$000  | \$000  | \$000  | \$000  | \$000   |
| INCOME   |        |        |        |        |        |        |        |         |
| 1 Net dues and assessments from Canadian members <sup>1</sup> .....  | 22,123 | 23,981 | 25,516 | 28,297 | 30,987 | 35,154 | 41,514 | 41,377  |
| 2 Interest, dividends and rent (apportionment) <sup>2</sup> .....  | 1,835  | 2,161  | 2,402  | 2,434  | 2,793  | 3,177  | 3,507  | 3,963   |
| 3 Other income (apportionment) <sup>2</sup> .....  | 1,669  | 1,458  | 2,409  | 2,311  | 1,795  | 1,669  | 2,260  | 2,630   |
| 4 Total .....  | 25,627 | 27,600 | 30,327 | 33,042 | 35,575 | 40,000 | 47,281 | 47,970  |
| EXPENDITURE  |        |        |        |        |        |        |        |         |
| 5 Gross salaries, wages and other remuneration of  |        |        |        |        |        |        |        |         |
| a officers and employees in Canada <sup>1</sup> .....  | 7,677  | 7,700  | 8,616  | 8,821  | 9,828  | 10,343 | 11,920 | 11,462  |
| b other officers and employees (apportionment) <sup>3</sup> .....  | 1,124  | 1,129  | 1,224  | 1,197  | 1,312  | 1,396  | 1,546  | 1,487   |
| 6 Office and administrative expenditure (apportionment) <sup>2</sup> .....   | 3,091  | 3,212  | 3,305  | 3,303  | 3,344  | 3,562  | 4,356  | 5,202   |
| 7 Professional fees and expenses (apportionment) <sup>2</sup> .....  | 511    | 588    | 504    | 569    | 631    | 638    | 702    | 672     |
| 8 Strike benefit expenditure to members and locals in Canada <sup>1</sup> .....  | 2,575  | 1,467  | 3,050  | 8,755  | 8,702  | 5,015  | 14,547 | 16,683  |
| 9 Pension and welfare benefits paid by unions to beneficiaries in Canada <sup>1</sup> .....                                    | 2,360  | 2,478  | 2,566  | 2,715  | 2,827  | 2,758  | 3,077  | 3,369   |
| 10 Contributions to pension and welfare plans administered by entities separate from unions (apportionment) <sup>2</sup> ..... | 1,119  | 1,156  | 1,194  | 1,261  | 1,483  | 2,059  | 2,269  | 2,366   |
| 11 Depreciation on fixed assets (apportionment) <sup>2</sup> .....   | 152    | 153    | 162    | 158    | 156    | 163    | 242    | 242     |
| 12 Other expenditure (apportionment) <sup>2</sup> .....  | 6,471  | 5,678  | 6,865  | 6,561  | 6,105  | 6,711  | 6,559  | 7,683   |
| 13 Total .....   | 25,069 | 23,561 | 27,486 | 33,340 | 34,388 | 32,645 | 45,218 | 49,166  |
| 14 Net income on Canadian operations .....   | + 558  | +4,039 | +2,841 | -298   | +1,187 | +7,355 | +2,063 | -1,196  |
| Reported Total Net Incomes of International and National Unions, 1962-1969   |        |        |        |        |        |        |        |         |
| 15 Net Income of International Unions <sup>1</sup> .....   | 31,472 | 51,372 | 9,903  | 48,148 | 63,079 | 50,585 | 85,348 | 102,284 |
| 16 Net Income of National Unions <sup>1</sup> .....  | 200    | 653    | 690    | 313    | 1,484  | 1,823  | 3,531  | 172     |

<sup>1</sup>As published.  
<sup>2</sup>7 per cent of published figures.  
<sup>3</sup>1 per cent of published figures.  
Sources: See Table 1. For the published totals from which these figures are derived, see Table 16 of the 1962 report, Tables 24 of the 1963, 1964 and 1965 reports, Table 28 of the 1966 report and Table 30 of the 1967, 1968 and 1969 reports.

TABLE 6—United Auto Workers—Income and Expenditure of Strike Fund in Canada, 1964-1969

|  | Income <sup>1</sup> | Expenditure <sup>2</sup> |
|--|---------------------|--------------------------|
|  | \$000               | \$000                    |
| 1964.....                              | 1,163               | 1,771                    |
| 1965.....                              | 1,452               | 3,293                    |
| 1966.....                              | 1,362               | 568                      |
| 1967.....                              | 3,984               | 1,071                    |
| 1968.....                              | 3,859               | 9,698                    |
| 1969.....                              | 2,862               | 965                      |
| Total 1964-1969.....                   | 14,682              | 17,366                   |
| Excess of expenditure over income..... |                     | 2,684                    |

<sup>1</sup>These figures are calculated by multiplying the Canadian membership by that portion of the per capita tax allocated to the strike fund as indicated in the union constitution. From 1964 to September 1967 and from January to March 1968, this amount was \$1.25 per member per month; in the last three months of 1967, a special levy was made, amounting to \$11.25 per month for members whose standard hourly wage rate was \$3 or less, and \$21.25 if \$3 or over; from April 1968 to December 1969, members paid a monthly per capita tax equivalent to two hours straight-time pay, of which 30 per cent was allocated to the strike fund. For 1967, 1968 and 1969 the per capita payments into the strike fund have been estimated by dividing the union's total strike fund dues and levies by total union membership. As U.S. wages are higher than Canadian, the Canadian contribution to the strike fund will be slightly overestimated.  
<sup>2</sup>Figures taken from "Solidarity", the monthly journal of the UAW (issues dated May 1965, April 1966, June 1967, July 1968, June 1969, September 1970). The figures do not include any portion of the "Miscellaneous" item of strike expenditure that covers assistance given to non-UAW strikes, some of which may have been in Canada.



## Beware: addicts at work

The average cost of an alcoholic to his Canadian employer is estimated at about 25 per cent of his earnings, and according to Sydney Katz, noted mental health researcher and writer, the national cost for each working day a decade ago was \$1 million. In the United States, the annual cost has been estimated at \$6 to \$8 billion or double the time lost annually by all U.S. workers because of strikes. These facts, among others, were brought out at a special Vancouver conference on drugs and alcohol sponsored by the Workmen's Compensation Board of British Columbia. Sickness absenteeism of alcoholics in North America is about 2.5 times that of others; an alcoholic is more prone to accidents, he not only endangers himself but others, and his fellow employees have to make up the slack caused by his inefficiency.

"While the image of the derelict alcoholic still lingers on, statistics show that only 3 per cent of the alcoholics are on skid road," Joe Morris, Executive Vice-President, Canadian Labour Congress, told delegates. "Half of those dependent on alcohol are employed. With the increasing use of drugs, I expect we shall see a corresponding rise in problems on the job associated with drugs." But alcoholism, he said, is the major problem at present, and the economic loss to industry is high. "In terms of treatment, often the only way to get alcoholics to take positive action is to threaten them with the loss of their jobs. Loss of income generally works more often than the exhortations of family and friends. These two reasons, plus a union's own concern for the welfare of its members, indicate that the union can play an important role in any treatment program."

Obtaining the union's co-operation, however, was not always easy, and for some good reasons, Morris asserted. If the program is initiated by management without consulting the union, it is doomed before it starts. The union will see the program as a company one and the best medical services may not be properly utilized as a result. A 1968 Industrial Conference Board survey of 120 sizeable manufacturing firms in the United States revealed that only 17 firms fully consulted with the union and in 22 others partial consultation took place. Only eight companies described their program as jointly operated. And what may be even more significant, only 12 per cent had any provisions in their collective agreement relating to alcoholism.

"The effectiveness of any program will be affected by the general relations between union and company," he said. "If the union views the company as breaking part of the collective agreement it is most unlikely that they will co-operate with management in the area of treatment for alcoholics. For example, given a hostile atmosphere, what do you think the union's reaction is going to be when the company doctor says that an active shop steward has an alcohol dependency problem? Even if the union agreed with the doctor, it would quite likely fight any action on the company's part." When an employed person needs treatment, the existence of a sickness benefit plan with coverage for alcoholism, or for some other source of income during the treatment period, may be crucial in gaining the person's co-operation, especially if financial problems were the major cause of his addiction.

The economy should be planned for full employment, Morris declared, and guaranteed assistance should be given to those unable to work. "It is of little use to tell a man that he must stop drinking and get a job if locally there is no employment to be had. Although unemployment by itself does not cause drug dependency nor employment by itself cure the problem, a job is a very valid alternative to a life of drug dependency. That young people under 25 are berated for their experimentation with drugs—not to mention their receiving welfare—at the same time that unemployment rates are annually over 6 per cent for the general population and over 11 per cent for them, is one of the tragic ironies of today."

**There are predictions that drug addiction will eventually surpass alcoholism as a major personnel problem in industry.** Ontario industry alone has 100,000 alcoholics; U.S. industries, about 2 million. According to the National Council on Alcoholism, 3 per cent of the workforce are problem drinkers, and drinking interferes with the work performance of 1 per cent.

About 40 per cent of high school students, and from 40 to 60 per cent of college students are experimenting with drugs. It was estimated that 5 to 6 per cent of college graduates would become narcotic addicts by 1973. "There is an amazing increase in narcotic addiction among 17-25 year olds in Detroit, with age group, drug related arrests rising from 964 in 1969 to 2,554 in 1971," said Dr. Robert G. Wiencek, Medical Director, Detroit Diesel Allison Division of General Motors. Dr. Wiencek made his remarks during a 1971 conference sponsored by the London and District Branch of the Canadian Manufacturers Association, and his opinion was quoted at the Vancouver conference by A. R. Huntington, President and General Manager, Service Packing Company, Vancouver. "If a comparable increase has occurred in your city where are your new employees going to come from without the risk of hiring addicts? Responsible positions may be held by addicted college graduates. Consider the potential security problem presented by an addict with a habit that requires \$30 to \$40 a day. Chances are he will be seeking buyers for data." **Thefts from inventory are also a serious factor, he said. The extent of these thefts can be related to the number of drug users in the workforce.**

In treating alcoholism, Alcoholics Anonymous achieves 6 to 8 per cent total abstinence, and psychiatric treatment, 6 to 7 per cent, but if these are combined in an employer-sponsored rehabilitation program, the result is reported as 27 per cent total abstinence. From this, Dr. Wiencek concludes that an employer-sponsored rehabilitation program for drug addicts with continued employment as a part of it, should yield similar results.

"Understandably, no business organization is prepared to be a social rehabilitation unit," Dr. Wiencek said. "The problems of society, however, affect us all and are present within your workers." Employers had to be aware of the addiction problem in society at large and to be on the lookout for its manifestation in their respective groups. "When a machine fails, the first thought is to repair it, not scrap it. The failure of a man deserves no less concern, no matter whether he is a drug addict or an alcoholic."



## Price indexes

### Consumer, April 1972

**The consumer price index (1961 = 100) increased 0.6 per cent to 138.2 from 137.4**, and was 4.5 per cent higher than a year earlier. The food index, which increased 0.9 per cent, was the main contributor to the latest advance in the all-items index. There were also increases in the tobacco and alcohol component 1.9 per cent; clothing 0.7 per cent; housing 0.3 per cent; transportation 0.2 per cent; and health and personal care 0.4 per cent.

**The food index advanced 0.9 per cent to 138.3 from 137.1** and was 7.1 per cent higher than in April a year ago. The level of prices for food consumed at home rose 0.9 per cent and restaurant meal prices 0.4 per cent. Meat, eggs and fruit were mainly responsible for the latest increase in the price of food for home consumption. The meat, fish and poultry index advanced 0.8 per cent—beef prices 0.4 per cent; chicken 1.3 per cent; and pork, on average, only marginally. Since April 1971 the meat, fish and poultry index rose more than 12 per cent with poultry and pork prices increasing by 18 per cent and 17 per cent, respectively, and beef prices by more than 10 per cent over the 12-month period. Egg prices increased 11.7 per cent, only 4 per cent above their level of a year earlier. Fruit prices, on average, rose 6.7 per cent and were 14 per cent higher than in April 1971. Notable increases for all fresh fruits except grapefruit, were recorded. Most canned, dried and frozen fruit quotations were slightly lower. The vegetable index was the only major component in the food index to register a decrease, dropping 2.7 per cent between March and April in contrast to the previous five years when increases were recorded between these two months.

In April, 1972, important decreases were registered for celery, lettuce and cabbage, but the price of potatoes, turnips and tomatoes was higher. Canned vegetables recorded small price declines. An increase in the component for bakery and cereal products was mainly due to higher cake and biscuit prices, although bread quota-

tions fell slightly. Among dairy products, fluid milk prices increased because of higher store and home delivery charges in Vancouver and Victoria. Butter, processed cheese and ice cream prices declined slightly. Among other food items, sugar prices were lower but they were still 25 per cent above the level of April a year ago. Decreases were recorded also for jelly powders and peanut butter; honey and jam prices registered important gains.

**The housing index rose 0.3 per cent to 141.6 from 141.2** because of a 0.5 per cent increase in the shelter component resulting from higher mortgage interest costs and new house prices. There was no change in the household operation component. The furniture index declined 0.2 per cent as sale prices on living room suites in Halifax, Montreal and Toronto outweighed scattered increases for bedroom and dinette suites, kitchen sets and mattresses. Among other household operation items, reduced prices were recorded for light bulbs and cleaning supplies. There were higher quotations for carpets, cotton sheets, glassware and dishes. Between April 1971 and April 1972 the housing index advanced 4.1 per cent, with increases of 4.9 per cent and 2.9 per cent in the shelter and household operation components, respectively.

**The clothing index increased 0.7 per cent to 131.1 from 130.2**, and was 2.5 per cent above its level of a year ago. All major elements, except clothing services, registered increases. Men's wear advanced 1.4 per cent with higher prices for suits, work socks and pyjamas more than offsetting lower quotations because of sales in some cities for items such as topcoats and trousers. The women's wear component rose 0.4 per cent mainly as a result of increased prices for dresses, nightgowns and sweaters. Children's wear advanced 0.8 per cent as a result of higher prices for boys' slacks, girls' cotton dresses, and infants' diapers and overalls. Because of increased cotton and rayon dress material, the prices of piece goods also increased 0.8 per cent.

**The transportation index rose 0.2 per cent** to 133.0 from 132.8, and was 2.8 per cent above its level of a year earlier. The main reason for the increase was an advance of 0.7 per cent in gasoline prices following a rise in the provincial tax levy in Ontario and an increase in car licence fees in Saskatchewan. The inter-city transit component rose 0.3 per cent in response to a seasonal rise in the train fares index.

**The health and personal care index increased 0.4 per cent** to 148.0 from 147.4 and was 4.7 per cent higher than a year ago. The dentists' fees index advanced 2.0 per cent. Personal care supplies' prices declined 0.4 per cent with reductions, because of sales, for toothpaste, razor blades and cleansing tissues, partially offset by higher prices for toilet soap and shaving cream.

**The recreation and reading index was unchanged at 138.3** and was 2.2 per cent above its level of April 1971. The tobacco and alcohol index rose 1.9 per cent to 132.1 from 129.6. It was 3.5 per cent above its level of April 1971.

Consumer price index items, when classified by commodities and services, offer another view of the incidence of the change in prices. While the services index rose 0.3 per cent between March and April, the total commodities index advanced 0.7 per cent, reflecting price increases of 0.9 per cent for food and 0.7 per cent for non-durables excluding food. Higher prices for alcoholic beverages, tobacco, clothing and gasoline were the main cause of the advance in the index for non-durables excluding food. Durables, on the other hand, declined 0.1 per cent, reflecting lower quotations for some furniture. The advance in the services index was mainly due to higher dental fees and mortgage interest costs, and a seasonal increase in the train fares index.

#### **City consumer, April**

**Between March and April the consumer price index (1961 = 100) rose in all regional cities and city-combinations**, with increases ranging from 0.2 per cent in Montreal, Winnipeg and Saskatoon-Regina to 0.7 per cent in Ottawa, Thunder Bay and Vancouver. Food indexes advanced in all cities, with increased prices for most meats, poultry, eggs and fresh fruit. Higher prices for men's suits and women's dresses and footwear, contributed to increases in the clothing index for all cities. Health and personal care components rose in nine cities, mainly as a result of increased dental fees. Housing and transportation indexes registered mixed movements. Tobacco and alcohol indexes were unchanged in all cities except Ottawa, Toronto and Thunder Bay. The recreation and reading index was unchanged.

Regional consumer price index point changes between March and April were: On the base 1961 = 100: Ottawa +1.0 to 135.4; Vancouver +.9 to 131.6; Toronto +.8 to 133.4; Saint John +.6 to 129.5; Edmonton-Calgary +.6 to 132.0; Halifax +.5 to 129.9; St. John's +.4 to 127.5; Montreal +.3 to 130.4; Winnipeg +.3 to 131.9; Saskatoon-Regina +.3 to 127.3. On the base 1969 = 100: Thunder Bay +.7 to 107.0; Quebec City +.5 to 107.0.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home ownership costs are included in the Canada index. As a result of home ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities underestimate somewhat the rates of price increases, particularly over longer periods. Studies are underway by Statistics Canada to incorporate home ownership prices in city indexes.

#### **Wholesale, April**

The general wholesale index (1935-39 = 100) declined 0.3 per cent in April to 303.4 from the March index of 304.2. It was 5.2 per cent higher than the August 1971 index of 288.4. Four of the eight major group indexes were lower and four advanced.

#### **U.S. consumer, April**

**The United States consumer price index (1967 = 100) rose 0.2 per cent (seasonally adjusted) to 124.3 in April**, and was 3.4 per cent above the April 1971 level. The rise remained moderate mainly because of a second month of essentially stable food prices, the U.S. Labour Department reported. On the average, food prices were unchanged from March and on a seasonally adjusted basis, declined 0.1 per cent. The report showed higher prices for, among other things, men's clothing, used automobiles, restaurant meals, electricity bills, magazine subscriptions, alcoholic beverages, property taxes and various home repair services. Besides food, there were reductions in gasoline and in mortgage interest rates.

Of about 100,000 prices tabulated in both March and April, 74 per cent showed no change, 14 per cent went up and 12 per cent went down, a special analysis showed. Of 5,000 rental units surveyed in April, 17 per cent showed rent increases since last October.



# General topics

## Employment review

**The seasonally adjusted unemployment rate declined in April to 5.8 from 6.0.** In April 1971 it was 6.7. During the month the rate decreased for persons 14 to 24 years old and women 25 years of age and over. The rate showed little change for men 25 years old and over. Regionally, the rate declined in British Columbia, the Atlantic region and Ontario, and increased in Quebec where the figures were influenced slightly by major industrial disputes. (In an industrial dispute, persons directly involved are treated as employed, but not at work, and therefore do not directly affect either the employment or unemployment totals. There may be indirect effects such as layoffs in related areas or lack of growth in affected industries.)

### Employment

The employment level decreased from 8,353,000 to 8,288,000. In April 1971 it was 7,932,000. The month-to-month decrease in employment was spread among all the main age-sex groups. Regionally, there was a large decrease in Quebec with smaller declines in Ontario and British Columbia. Employment in the Prairies increased.

### Unemployment

**There was a decrease of 21,000 in the number of unemployed persons, the level of employment dropping from 531,000 in March to 519,000 in April.** A year ago the level was 567,000. On a month-to-month basis, the unemployment level declined among persons 14-24 years of age, 21,000, and for women 25 years of age and over, 16,000. For men 25 years old and over, the level increased slightly. The decrease in unemployment was in the longer duration category—those seeking work for four months or more. Regionally, unemployment decreased in Ontario, British Columbia and the Atlantic region. In Quebec and the Prairies it increased slightly.

### Participation Rate

The participation rate declined to 56.2 from 56.9. In April 1971 the rate was 55.6. Between March and April

1972, the rate decreased in all main age-sex groups. With the exception of the Prairies, all other regions showed a decline in their participation rate.

## U.S. employment, April

**Unemployment in April was 4,700,000** compared with 5,200,000 in March. The seasonally adjusted rate of unemployment was unchanged at 5.9 per cent. The actual rate of unemployment was 5.5 per cent compared with 6.1 per cent. The civilian labour force was 85,324,000/.

## Correction

An error appeared in the March Labour Gazette under Dependents' Allowances in the article Labour Legislation in 1970-71, Part 2: Workmen's Compensation. The sentence on page 133, paragraph 2, speaking of dependents' allowances in Ontario should read: In Ontario, the minimum for a widow and three or more children, regardless of how low her husband's pre-accident earnings were, was increased from \$275 to \$355 a month.

## August credits

**Certification before the CLRB**, p. 437, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour**, p. 434, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** Murray Mosher Photo Features Ltd.: Cover, p. 397, 399, 400, 402, 403, 404, 406, 407, 408. The Public Archives of Canada: p. 395. NFB: 417, 418, 430.

## Unemployment insurance fund

**During March, 1972, 21,612 investigations were finalized across Canada.** Of these 9,888 were on-premises investigations and 1,948 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,188 formal investigations and 8,588 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,902. Prosecutions were begun in 109 cases, all against claimants.

**During April, 1972, 24,026 investigations were finalized across Canada.** Of these 11,917 were on-premises investigations and 2,254 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,518 formal investigations and 8,337 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,978. Prosecutions were begun in 67 cases, all against claimants.



## Railway arbitration

One case was heard by the Canadian Railway Office of Arbitration in Montreal on March 14, 1972. In the case, the company's request to reduce crew sizes was allowed. Nine cases were heard on April 11, 1972. Grievances were dismissed in five cases, two were partially allowed and two others were fully allowed.

**Case No. 345.** An ex parte dispute between CN and the United Transportation Union over the size of a yard crew.

The company and the union were unable to agree on the reduction in the size of a yard crew. The company said that adequate safety could be maintained with a crew consisting of one yard foreman and one helper. In

one of the operations involved, the company agreed to limit the number of cars handled to 12. The arbitrator said that this limit would satisfy safety requirements. He noted, however, that loss of efficiency resulting in some cases from a reduction in crew size "is something the company be prepared to bear." He allowed the request of the company.

**Case No. 346.** Dispute between CN and the United Transportation Union over the dismissal of an employee.

The employee had been working as a deck hand on a car ferry operated by the company when he applied to work as a yard helper. He was offered the position of spare yard helper and accepted. His previous service, said the arbitrator, is irrelevant to this matter, and his position was that of a new employee.

He was subject, therefore, to a 90-day probationary period. He was dismissed within the 90-days but the union said that an investigation should have been held. The arbitrator said that it was simply a case where the company rejected an employee within the probationary period, exercising a prerogative open to it. There was no violation of the collective agreement, so he dismissed the grievance.

**Case No. 347.** Dispute between CP Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a supervisor who relinquished his position to return to the bargaining unit.

The dock supervisor left his position and the company said that he retains his seniority rights and can return to the scheduled ranks if he wishes. "If the company's position is correct," said the arbitrator, "a person who is transferred out of the bargaining unit to a supervisory position may, at any time and according to his own whim, go back to the bargaining unit, displacing a junior employee in order to do so." This manoeuvre would give seniority rights a meaning far greater than that which the phrase has for an ordinary employee, he remarked.

An employee in the bargaining unit who has seniority rights cannot pick and choose among whatever jobs may be held by employees junior to him. "This collective agreement simply does not provide that supervisors





may 'voluntarily return' to the bargaining unit as their fancy—or even their needs—may dictate." In the present case, taking back the supervisor into the unit would only be a violation of the agreement if another employee were displaced under "circumstances not contemplated by the agreement." Employees so affected would be entitled to compensation but the supervisor could exercise seniority rights once he had returned to the bargaining unit. "As to the unions request that there be a direction that (the supervisor) be returned to his supervisory position, that, in my view, would be in excess of my jurisdiction. To the extent indicated above, the grievance is allowed."

**Case No. 348.** An ex parte dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Locomotive Engineers over the dismissal of an engineer.

An engineer had performed his duties for more than five months when he was dismissed. The union requested a hearing on two occasions but the requests were denied. The company said that no hearing was necessary because no matter of discipline was involved. The engineer was subject to a six-month probation period and his employment was terminated during that

period. The arbitrator said that the company "was entitled to dispense with the grievor's services before the completion of his probationary period, and there has been no violation of the agreement." He dismissed the grievance.

**Case No. 349.** An ex parte dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Locomotive Engineers over demerit marks assessed to an engineer.

An engineer who had been under a doctor's care for the treatment of migraine headaches was called for duty. On his way to work he developed a severe headache, and feeling unable to perform his duties properly, called in sick. Following an investigation, his record was assessed 10 demerit marks. The union asked that the marks be removed. The engineer's record showed few absences from work and a doctor's certificate corroborated his claim of migraine problems. The arbitrator said that "there is nothing to support the conclusion that the grievor's statement was wrong (and) it can only be concluded that the company has not met the onus of showing that just cause for discipline existed." He allowed the grievance and ordered the removal of the demerits from the engineer's record.

**Case No. 350.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over mileage claims by a conductor and crew.

At their turnaround point on a trip the crew had to perform work for four hours and 10 minutes, equalling 67 miles. This claim was submitted but the company refused to pay. At the turnaround point, repairs were needed for the power car, requiring more work than just turning the train around. "The move in the instant case was something more than simply the necessary sort of switching to turn the train around. It involved the setting off and picking up of a car for repairs . . . This sort of lost time is provided for in the agreement," said the arbitrator. He allowed the grievance.

**Case No. 351.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over the suspension of a brakeman.

The brakeman was charged with speeding. Following an investigation, he was given a three-month suspension but after an appeal, this was reduced to six weeks. Two

others were also disciplined as a result of the incident. The arbitrator found that the train in question was speeding and in his view, the brakeman was subject to discipline. The difficulty, said the arbitrator, is with the severity of the punishment as this was the first offence for the brakeman. He found the six weeks was too severe a punishment. A three-week suspension would have been justified and the arbitrator ordered compensation for three weeks of earnings.

**Case No. 352.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over the suspension of a conductor.

This case involves the same incident as in Case No. 351 where speeding was charged. The conductor of the train was given a three-month suspension. The arbitrator found similar offences on the conductor's record and said that the man had a special responsibility for the incident as conductor of the train. He dismissed the grievance saying that there was just cause for the discipline imposed.

**Case No. 353.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over demerits given to a conductor and a brakeman.

Following the investigation of a derailment, the company decided that there had been a violation of the operating rules and gave a conductor and a brakeman each 50 demerit marks. After an appeal, the discipline was reduced to 25 marks each. The conductor had ordered the brakeman to turn off the power and operate a switch by hand and he was close enough to observe the brakeman's actions. A derailment occurred. The arbitrator found that the hand lever was not properly secured and concluded that the discipline of 25 demerits was proper in the case.

**Case No. 354.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over the reduction of discipline.

By failing to properly secure their train, a conductor and brakeman allowed their train to pass a stop sign and one car was derailed. They were charged with violating the operating rules and each given 50 demerits. The union asked that this be reduced to 20 demerits. The arbitrator said that the offence was serious and that the men were properly held responsible. He agreed with the discipline meted out and dismissed the grievance.



## Legal decisions

**The Ontario Court of Appeal upheld an arbitration board award on March 23, 1972. The case involved an appeal against a decision of the Ontario High Court quashing an arbitration award.**

Galt Metal Industries Ltd. disciplined one of its employees who refused to work overtime when ordered to do so. The employee claimed that he had already worked more than 48 hours for the week in question, and to work further overtime was in contravention of the provincial Employment Standards Act.

In upholding the company's right to discipline the employee, the arbitrator pointed out that the collective agreement, which defined the standard working hours as 40 a week and overtime rates to be paid for hours worked in excess, did not contain any limitation upon the power of the company to schedule overtime. Moreover, an article of the collective agreement provided that management had exclusive rights over the operation of the company's plant, efficiency, direction, supervision and control over all operations and all work-

ing forces including the right to discipline, hire, suspend, discharge, promote, demote and transfer all employees.

The arbitrator observed also, that while a section of the Employment Standards Act states that the working hours of an employee should not exceed 48 hours a week, Section 9 empowered the Director of Employment Standards to authorize hours of work in excess of those allowed. Under Section 11 (2), however, the issuance of a permit under Section 9 does not require an employee to work any hours in excess of 48 without the consent or agreement of the union. The arbitrator held that, because of article 2.01 of the collective agreement between the company and the union, the company was permitted to schedule overtime without limitation as to hours; and that being so, it constituted an agreement between the company and the union which was within the meaning of Section 11 (2) of the Employment Standards Act, for employees to work in excess of 48 hours.

In allowing the appeal, the Court of Appeal held that in Ontario, error in law cannot be found on the face of an award of the Board of Arbitration if the issue is a matter of construction, and the construction placed by the arbitrator was one that the language he has to construe will reasonably bear. In this case, the Court was unable to conclude that the arbitrator's interpretation was not one that that language would reasonably bear and, accordingly, the Court declined to upset the award. (Galt Metal Industries Ltd., et al. v. United Steel Workers of America, Local 2894, et al. Ontario Court of Appeal, March 23, 1972, CLLC 14, 123).

## Decisions of the umpire

**CUB 3098.** The claimant lives in a village, 12 miles from the nearest city. She filed an application for benefit in which she reported employment as a receptionist for a small telephone company, from 1957 to 1970. The 57-year-old claimant lost her job because a telephone answering service had been installed at her place of work. At the time of termination, her salary was \$1.84 an hour.

When interviewed by an officer of the Commission, the claimant declared as follows: she was available for work as a cashier or for general office duties "free from a lot

of typing" three full days or five half days a week, at an hourly pay of \$1.84; in her former employment she worked 9 days in a two-week period; she could not accept work requiring her to be on her feet at all times; and she had a car but would not drive to work in the nearby city at the present time. The claimant stated further that she would apply for the bookkeeper position advertised in the local newspaper, but that she had no other job prospects at the moment. The insurance officer notified the claimant that she was disqualified from receiving benefit, having failed to prove her availability for work, in that she was unduly restricting the hours that she was willing to work.

The claimant appealed to the board of referees on the ground that she was in no way restricting the hours during which she would like to work, and had been and was still ready to work "at any time." In addition, the claimant said she had applied for different jobs and was registered with the local Canada Manpower Centre.

The board pointed out that the claimant stated during the hearing she was available for employment. But to the direct question "Would you accept work in the nearby city at the usual working hours?" she replied that "she guessed" that she would but would not want to drive all the time, particularly during the winter months. The majority of the board concluded that the claimant was not earnestly seeking employment. They particularly noted that she had remained unemployed 2½ months. They were not satisfied that there was concrete evidence showing that the claimant had tried to seek employment on her own initiative. By a majority decision, the board decided to disallow the appeal.

In her appeal to the Umpire, the claimant stated that she had told the board of referees she was ready to work at any time, doing the same or similar work as in her previous employment, and that she had sought employment at several places. She reiterated that her name was at the Canada Manpower Centre.

By telephone, the Canada Manpower Centre provided the area office with the following information: "Calls for office workers and receptionists are not plentiful and have not been plentiful over the past few months and at present there is no order on file. Occasional orders are received, however, for either full- or part-time workers. There is no public transportation from her home to the city but many persons living in her area commute. The distance is approximately eight miles." The claimant wrote to the area office, on April 8, indicating, among other things, that she was now out of work through no choice of her own.

The Commission's Chief, Entitlement Division, recommended that the appeal be dismissed and the following observations from the claimant were received in the Office of the Umpire: I would first like to correct you on some of your information that is (incorrect) and certainly was not given to you by me. First of all, I am not eight miles from the city. I am 12 miles. I live in a village, not a township. I told your umpires that I would take work, to something similar to what I had been doing. In no way did I restrict myself to exactly the same work and one of the umpires understood exactly

what I meant. As I had already applied to two places and answered two other ads that had box numbers, please explain how I could be restricting my work for a job. I have given you honest information and we made a special trip to London about this crazy business. You are certainly spending more time and paper than is necessary. What is the trouble now when an honest person asks for what they should be receiving?

The claimant's most recent letter, said the Umpire, asks why an honest person should not be given what she should be receiving. I do not think that the insurance officer or the board of referees doubted the claimant's honesty. Neither do I doubt it. But the question is whether she was really available for suitable employment. The Unemployment Insurance Act puts an onus on claimants not only to show that they are unemployed, but also to establish that they are available for work.

The claimant's earlier statement contains sufficient restrictions as to hours and conditions of work and as to the area in which she was prepared to work, to justify the insurance officer's decision that she was not available for work to the extent contemplated by the Act and numerous decisions setting forth principles respecting availability and entitlement to benefit. As can be seen from the decisions of the members of the board of referees, the claimant indicated a willingness to accept work full-time in suitable employment, but to the question whether she would accept work in the nearby city at the usual working hours, she replied that she guessed she would but would not want to drive all the time, particularly during the winter months.

The board of referees had the benefit of having the claimant and her husband before them. They heard and questioned the claimant, and, at least in the view of the majority of the members, the claimant did not satisfactorily establish that she was earnestly seeking employment or was willing to accept any suitable work within a labour market comprising communities located at a reasonable distance. Many persons living in her home village work in the nearby city and commute between the two localities.

When boards of referees see and question claimants, and I do not have that benefit, I must place considerable reliance on their judgment and I am reluctant to overrule a unanimous or a majority decision of a board unless there is something before me to satisfy me that the decision was wrong in law or unreasonable or otherwise erroneous. In the present case I am not able to say that the majority decision was wrong. The appeal is, therefore, dismissed.



## Conciliation

During May the Minister of Labour appointed conciliation officers to deal with the following disputes:

MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local 362 (Conciliation Officer: George W. Rogers).

Westward Shipping Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Inspiration Drilling, Yellowknife, N.W.T., Division of Dresser Industries Canada, Ltd., and United Steelworkers of America, Local 7288 (Conciliation Officer: A. A. Franklin).

General Enterprises Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

G. W. Ledingham (Yukon) Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

Humphrey Construction Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

Pine Tree Construction Co. Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

Len Doey Construction, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

918 Construction Ltd., Whitehorse, Y.T., and United Brotherhood of Carpenters of America, Local 2499 (Conciliation Officer: R. F. Langford).

Parkins Construction Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

The J. P. Porter Company Limited, Montreal; Marine Industries Limited, Montreal; Canadian Dredge and Dock Co. Limited, Toronto, and McNamara Marine, Whitby, Ont., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

Messagerie Cotière Limitée, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

McAllister Towing Limited, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

McNeil Transport Limited, Brockville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (Conciliation Officer: Kenneth Hulse).

Canadian National Hotels Limited (Chateau Laurier Hotel), Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. A. Fisher).

Canada Steamship Lines Limited, Montréal, Qué., and Brotherhood of Railway, Airline and Steamship Clerks, and Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier) (reassigned to T. B. McRae).

B-Line Express Ltd., Calgary, Alta. (formerly Little Chief B-Line Express Ltd.) and General Truck Drivers and Helpers, Local 31, and General Teamsters, Local 362 (Conciliation Officer: D. H. Cameron).

Messabec Limitée, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: Marcel Archambault).

W. C. Norris Limited, Toronto, Ont., and General Truck Drivers Union, Local 938 (Conciliation Officer: bM. K. Carson).

Halterm Limited, Port of Halifax, and International Longshoremen's Association, Local 269 (Conciliation Officers: C. A. Ogden and R. L. Kervin).

#### **Settlements by conciliation officers:**

Inspiration Drilling, Yellowknife, N.W.T., Division of Dresser Industries Canada, Ltd., and United Steelworkers of America, Local 7288 (Conciliation Officer: A. A. Franklin) (see above).

Leamington Transport (Western) Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel (LG, Feb., p. 90) (settled with the mediation assistance of T. B. McRae).

The British Yukon Navigation Company Limited, and The British Yukon Railway Company, Whitehorse, Y.T., and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. H. Cameron) (LG, May, p. 251).

Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing plant employees) (Conciliation Officer: H. A. Fisher) (LG, May, p. 251).

United Keno Hill Mines Limited, Elsa, Y.T., and Local 924, United Steelworkers of America (Conciliation Officers: D. H. Cameron and R. F. Langford (LG, June, p. 312).

Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing office employees) (Conciliation Officer: H. A. Fisher) (LG, June, p. 312).

Radio Laval Inc., Montreal, Qué., and le Syndicat Général des Communications (Section CKLM) (Conciliation Officer: M. Archambault) (LG, June, p. 312).

Speedy Storage and Cartage Limited, Lethbridge, Alta., and General Teamsters, Local 362 (Conciliation Officer: A. A. Franklin) (LG, June, p. 312).

McMillan Transport Ltd., Medicine Hat, Alta., and General Teamsters, Local 362 (Conciliation Officer: A. A. Franklin) (LG, June, p. 312).

Manitoba Pool Elevators, St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338, Grain, Flour and Seed Workers (representing employees in Seed Department) (Conciliation Officer: A. E. Koppel) (LG, June, p. 313).

Outfitters Incorporated Limited, Corner Brook, Nfld., and United Steelworkers of America (Conciliation Officer: W. J. Gillies) (LG, July, p. 377).

Canadian Pacific Railway Company (S.S. "Princess of Acadia," Bay of Fundy Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (LG, July, p. 377).

Active Cartage Limited, Rexdale, Ont., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 938 and 879 (Conciliation Officer: M. K. Carson) (LG, July, p. 378).

Northern Transportation Company Limited, Edmonton, Alta., and Seafarers' International Union of Canada (Conciliation Officer: George W. Rogers) (LG, July, p. 378).

#### **Conciliation board appointed**

Boyd's Express Ltd.; Central Truck Lines Ltd., and St. John's Iberville Transport, Montreal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, June, p. 312).



### **Conciliation boards fully constituted**

The Board of Conciliation and Investigation established to deal with a dispute between Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Locals 1657 and 1605, International Longshoremen's Association (LG, June, p. 313) was fully constituted with the appointment of Judge Maynard B. Golt of Montreal as chairman. Judge Golt was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, nominee for employers, Jean Bazin, and nominee for unions, Marcel Gaboury, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Poole Construction Limited, Edmonton, Alta. (employees employed in the Northwest Territories) and the United Brotherhood of Carpenters and Joiners of America, Local 1325 (LG, July, p. 379) was fully constituted with the appointment of Adrian G. Smith of Edmonton as chairman. Mr. Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee T. R. Bradshaw, and union nominee Lawrence LaClaire, both of Edmonton.

The Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Employees' Association (LG, July, p. 379) was fully constituted with the appointment of D. R. Blair of Vancouver as chairman. Mr. Blair was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee David M. Ritchie, Vancouver, and Douglas Fisher, Kanata, Ont.

The Board of Conciliation and Investigation established to deal with a dispute between National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (LG, July, p. 379) was fully constituted with the appointment of Professor W. B. Rayner of London as chairman. Professor Rayner was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee John Sanderson, Toronto, and Richard Greaves, Port Colborne.

The Board of Conciliation and Investigation established to deal with a dispute between Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member trucking companies in Quebec falling within federal jurisdiction) and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, July, p. 379) was fully constituted with the appointment

of Judge Jacques Coderre of Montreal as chairman. Judge Coderre was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, nominee for employers, Ross Drouin, Q.C., Québec, and union nominee Roger H. de Ginet, Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (LG, May, p. 250) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee David M. Ritchie, and union nominee E. P. O'Neal, both of Vancouver.

### **Conciliation board report received**

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing technical employees) and Local 504 (representing clerical employees (LG, May, p. 251). (Full text appears in Supplement No. 3, 1972).

### **Settlements reached in post-conciliation board negotiations**

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing technical employees) and Local 504 (representing clerical employees (both parties accepted report of Board) (See above).

Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg, Man., and Local 272, Canadian Brotherhood of Railway, Transport and General Workers (LG, June, p. 313).

### **Settlement reached by conciliation board**

Detroit and Canada Tunnel Corporation, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America—UAW, Local 195 (LG, April, p. 197).

### **Dispute in which conciliation board not appointed.**

Borisko Brothers Limited, Scarborough, Ont., and Warehousemen and Miscellaneous Drivers, Local Union 419 (LG, July, p. 378).

# Certification

The Canada Labour Relations Board met for five days during May. The Board granted nine applications for certification, permitted the withdrawal of two and ordered a representation vote in two other counter applications made for the same unit of employees. The Board terminated proceedings in one application, which, for statistical purposes, is considered to have lapsed. It issued Reasons for Judgment in rejecting one other application and in rejecting a request for leave to file a second application before the expiry of six months from the date of the rejection by the Board of an earlier application. The Board granted one request for review which was for a change in the name of the company. Fifteen applications for certification and two for revocation of certifications were received during the month.

**Applications for certification granted.** Syndicat des Employés et Techniciens de Radio et T.V. Saguenay Lac St-Jean (CSN) on behalf of a unit of employees engaged in radio and television broadcasting by Radio Saguenay Limitée, Jonquière, Québec. The National Association of Broadcast Employees and Technicians,

which was the certified agent, intervened to contest the application. The Board's decision followed the taking of a representation vote in which the names of both unions appeared on the ballot (LG, Feb., p. 89).

Syndicat des Employés de C.H.N.C. New Carlisle (CSN) on behalf of a unit of employees of Compagnie Gaspésienne de Radiodiffusion Limitée, New Carlisle, Québec (LG, April, p. 199).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed by Larivière Transport Limitée, Montebello, P.Q. (LG, May, p. 253).

Association des agents de sécurité du Conseil des ports Nationaux-Montréal on behalf of a unit of security guards employed in the Port of Montreal by National Harbours Board, Ottawa, Ontario (LG, June, p. 311).

Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of A & F Baillargeon Express. Ontario Inc., Downsview, Ontario, working in and out of Metropolitan Toronto in the Province of Ontario (LG, June, p. 311).

American Federation of Grain Millers Local 242 on behalf of a unit of employees of McCarthy Milling Company Limited, Streetsville, Ontario. (LG, June, p. 311).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Smit & Cory International Port Towage Limited, aboard its tugs operating in and out of east coast ports in Canada. The Canadian Brotherhood of Railway, Transport and General Workers intervened to contest the application (LG, June, p. 311).



Amalgamated Transit Union, Local 0591, on behalf of a unit of bus operators and garage employees employed by the Outaouais Regional Community Transit Commission, Hull, Québec. (LG, July, p. 376).

Public Service Alliance of Canada on behalf of a unit of print shop employees employed by the Central Mortgage and Housing Corporation at its head office in Ottawa, Ontario (LG, July, p. 376).

**Representation vote ordered.** The Board conducted a representation vote in cross applications for certification made by the Canadian Brotherhood of Railway, Transport and General Workers, and Transport Drivers, Warehousemen and Helpers' Union Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of drivers and garage mechanics employed in the Abitibi Region by Voyageur (1969) Inc., Montreal, Qué. The vote was conducted by Messrs. J. J. deG. Loranger and R. Lacas, Industrial Relations Officers, in the Montreal office of the Canada Department of Labour (LG, July, p. 376).

**Reasons for judgment issued.** In rejecting an application for certification made by the General Truck Drivers and Helpers Local 31, General Teamsters Local 362, General Drivers, Warehousemen and Helpers Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of employees of Johnston Terminals Ltd., Vancouver, B.C. (Reasons for Judgment issued as Supplement No. 4, 1972) (LG, Nov., 1971, p. 747).

In rejecting a request made by the National Association of Broadcast Employees and Technicians for leave of the Board to file a second application for certification affecting a unit of employees of CFTO-TV Limited, Toronto, Ontario, before the expiry of six months from the date the Board had rejected an earlier application affecting the same unit. The employees of the unit are presently represented by the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada Motion Picture Studio Production Technicians, Local 873. (Reasons for Judgment issued as Supplement No. 3, 1972) (LG, March, p. 145, May, p. 253).

**Request for review.** The Board directed that a previous Order of Certification of April 19, 1972, naming M&P Transport Ltd. as the employer and General Truck Drivers and Helpers Local 31, General Teamsters Local 362, General Drivers, Warehousemen and Helpers Union No. 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America as the certified bargaining agent, be amended by deleting the name of M&P Transport Ltd. wherever it appeared therein and by substituting therefor the name of Continental Express Lines Ltd. (LG, July, p. 375, Nov. 1971, p. 747).

**Application for revocation of certification received.** Paul Formby, Jack Taylor, Paul Mitchell, et al., are the applicants in an application for revocation of the Board's Order of Certification dated October 28, 1968, which certified the United Steelworkers of America, Local 564 and Local Union No. 925, as the bargaining agent of a unit of employees of Cassiar Asbestos Corporation, Toronto, Ont., employed at Clinton Creek and Whitehorse, Yukon Territory (LG 1968, p. 342; 1969, p. 32).

Armand Martel, et al., are the applicants in an application for revocation of the Board's Order of Certification dated February 17, 1971, which certified the Syndicat des Journalistes de Montréal as the bargaining agent of a unit of employees of CJTR Radio Trois-Rivières Limitée, Trois-Rivières, Qué. (LG, Jan., p. 50, May 1971, p. 328).

**Application for certification lapsed.** Letter Carriers' Union of Canada, applicant, and Jessiman Bros. Cartage Ltd., St. James, Manitoba, respondent (mail couriers and sorters) (LG 1970, p. 57, 222).

**Applications for certification withdrawn.** Public Service Alliance of Canada, applicant, and Atomic Energy of Canada Limited, Ottawa, Ontario, respondent (technical group, South March and Tunney's Pasture, Ottawa).

Teamsters, Chauffeurs, Warehousemen and Helpers Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Merchants Speedy Delivery Ltd., Windsor, Ontario, respondent (See applications for certification received, below).

**Applications for certification received.** Canadian Transport Workers' Union No. 188, National Council of Canadian Labour, on behalf of a unit of employees of Kel Truck Service Ltd., Chatham, Ontario (Investigating Officer: K. Hulse).

Teamsters, Chauffeurs, Warehousemen and Helpers Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of employees of Merchants Speedy Delivery Ltd., Windsor, Ontario (Investigating Officer: H. A. Fisher).

Public Service Alliance of Canada on behalf of a unit of employees of Laurentian Pilotage Authority, Montreal, Que. (Investigating Officer: G. A. Plante).

Vancouver-New Westminster Newspaper Guild, Local 115, The Newspaper Guild, on behalf of a unit of employees of Moffat Broadcasting Ltd., (Station CKLG), Vancouver, B.C. (Investigating Officer: A. A. Franklin).

National Association of Broadcast Employees and Technicians on behalf of a unit of technical employees of Orillia Cable T.V. Limited, Orillia, Ont. (Investigating Officer: H. A. Fisher).

National Association of Broadcast Employees and Technicians on behalf of a unit of technical employees of Barrie Cable T.V. Limited, Barrie, Ontario (Investigating Officer: H. A. Fisher).

International Brotherhood of Electrical Workers Local 230 on behalf of a unit of office employees of Victoria Cablevision Ltd., Victoria, B.C. (Investigating Officer: R. F. Langford).

International Brotherhood of Electrical Workers Local 230 on behalf of a unit of technical employees of Alberni Cable T.V. Limited, Port Alberni, B.C. (Investigating Officer: R. F. Langford).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of M. J. Campbell Limited, Weston, Ontario, working in Toronto, Brampton and Barrie (Investigating Officer: M. K. Carson).

Syndicat des Employés de l'Administration de Pilotage des Laurentides (CSN) on behalf of a unit of employees of Laurentian Pilotage Authority, Montreal, Québec (Investigating Officer: G. A. Plante).

Public Service Alliance of Canada on behalf of a unit of employees of St. Regis Indian Band Council, Cornwall, Ontario (Investigating Officer: Miss P. Patterson).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Perma Construction Ltd., Clinton Creek, Y.T. (Investigating Officer: G. W. Rogers).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of D.C.B. Industries Ltée, Montreal, Québec (Investigating Officer: M. Archambault).

Public Service Alliance of Canada on behalf of a unit of technical employees of Atomic Energy of Canada Limited in its Commercial Products Division at South March, Ontario (Investigating Officer: J. G. Hoba).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Karlsen Shipping Co. Ltd., Halifax, N.S., aboard its vessel Martin Karlsen (Investigating Officer: C. A. Ogden).



## Publications in the library

### List No. 281

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

#### Arbitration, industrial

**No. 1—Colloque: Relations industrielles. 2e, Université de Montréal.** Régime nouveau d'accréditation: bilan de la première année [par] Pierre Verge [et autres. Montréal] Département des relations industrielles, Université de Montréal, 1970. 120p.

#### Collective bargaining

**No. 2—Van Asselt, Karl A.** Collective bargaining: the role of the finance officer. Chicago, Ill., Municipal Finance Officers Association of the United States and Canada, 1971. 4 p.

#### Corporations—mergers

**No. 3—Conference Board. Canadian Office.** Canada's competition policy; a symposium held in Ottawa September, 1971. Ottawa, 1971. 123 p.

**No. 4—International Conference on Monopolies, Mergers, and Restrictive Practices, Cambridge, Eng., 1969.** Papers and reports, edited by J. B. Heath. London, HMSO, 1971. 285 p.

**No. 5—Seminar on "Multi-national Companies and Conglomerates—the Problems for Trade Unions", Dun Laoghaire, Ireland, 1969.** Seminar on "Multi-national Companies and Conglomerates—the Problems for Trade Unions" held on 14th, 15th and 16th November, 1969 in . . . Dun Laoghaire. Dublin, Irish Transport and General Workers' Union, National Executive Council [n.d., 1971?] 64 p.

#### Cost-benefit analysis

**No. 6—Hettich, Walter Paul.** Why distribution is important: an examination of equity and efficiency criteria in benefit-cost analysis. [Ottawa, Information Canada, 1971] 29 p.

#### Day nurseries

**No. 7—LaCrosse, E. Robert.** Day care for America's children. [1st ed. New York, Public Affairs Committee, c1971] 24 p.

#### Discrimination in employment

**No. 8—U.S. Civil Service Commission.** Minority group employment in the federal Government. Washington, GPO, 1970. 562 p.

#### Economic conditions—history

**No. 9—Grayson, L. M., ed.** The wretched of Canada; letters to R. B. Bennett 1930-1935; edited, with an introduction by L. M. Grayson and Michael Bliss. [Toronto] University of Toronto Press [c1971] xxvii, 199 p.

## Economic policy

**No. 10—Cambridge Conference on Development Problems. 7th, Jesus College, 1970.** Prospects for employment opportunities in the nineteen seventies; papers and impressions of the Seventh Cambridge Conference on Development Problems, September 13-24, 1970, at Jesus College, Cambridge; edited by Ronald Robinson and Peter Johnston. London, HMSO, 1971. v, 246 p.

**No. 11—Committee for Economic Development.** The United States and the European Community: policies for a changing world economy; a statement on national policy by the Research and Policy Committee of the Committee for Economic Development. [New York] 1971. 75 p.

**No. 12—Confédération des syndicats nationaux.** Ne comptons que sur nos propres moyens. [Montreal? 1971] 110 p.

**No. 13—Conference on Economic Development in Manitoba, Winnipeg, 1971.** Conference on Economic Development in Manitoba, "The Challenge", Winnipeg, October 25-26, 1971. Sponsored by Economic Development Advisory Board of Manitoba. [Winnipeg, Economic Development Advisory Board of Manitoba, 1971?] viii, 160 p.

**No. 14—National Planning Association.** U.S. foreign economic policy for the 1970s: a new approach to new realities; a policy report by an NPA Advisory Committee, with supporting papers by C. Fred Bergsten [and others] Washington, 1971. vii, 215 p.

**No. 15—Reuber, Grant Louis.** What's new about recent U.S. foreign economic policy? London, Ont., University of Western Ontario, Department of Economics, 1972. 18 p.

**No. 16—U.S. Congress. Joint Economic Committee.** Economic prospects and policies. Hearings, Ninety-second Congress, first session. Washington, GPO, 1971. 2v.

## Economics

**No. 17—Lansing, John Belcher.** Economic survey methods [by] John B. Lansing and James N. Morgan. [Ann Arbor, Survey Research Center, University of Michigan] 1971. xii, 430 p.

## Education, vocational

**No. 18—Regional Trade Union Seminar on Education and Training for the Metal Worker of 1980, Paris, 1968.** Education and training for the metal worker of 1980; regional trade union seminar, Paris, 8th-11th October, 1968; final report. Paris, OECD [1971] 289 p.

## Employees' representation in management

**No. 19—Clegg, Ian.** Workers' self-management in Algeria. [London] Allen Lane, Penguin Press [c1971] 249 p.

## International Labour Organization. Asia

**No. 20—International Labour Office.** Report of the Director-General [to the] Seventh Asian Regional Conference. First item on the agenda. Geneva, 1971. 2 pts. Contents: Pt.1. Agenda for Asia: the social perplexities of the second development decade; the I.L.O. contribution. Pt.2. Ratification and implementation of selected international labour conventions in Asian countries.

## Labour organization

**No. 21—Bressler, Barry.** The salaries of union officials. [New York, 1971?] [15] p. This paper "will appear in slightly different form in the May issue of the Economics and Business Bulletin, Temple University . . ."

**No. 22—La C.F.D.T.** 1. Pour comprendre une évolution: textes. 2. Ce que nous sommes; entretiens avec René Bonéty [et al.] Paris, Editions du Seuil [c1971], 184 p.

**No. 23—Lazarus, Morden.** The trade union movement in Canada. [Toronto? Ontario Federation of Labour?] 1971. 30 p.

**No. 24—United Nations. Commission on Human Rights. Ad Hoc Working Group of Experts.** Infringements of trade union rights in southern Africa; report submitted to the Economic and Social Council by the Ad Hoc Working Group of Experts appointed by the Commission on Human Rights. New York, United Nations, 1970. 60 p.



**No. 25—Wellington, Harry H.** The unions and the cities [by] Harry H. Wellington and Ralph K. Winter. Washington, Brookings Institution [c1971] xiii, 226 p.

#### **Labour statistics**

**No. 26—Canada. Statistics Canada.** Notes on labour statistics, 1971. Ottawa, Information Canada, 1972. 60 p.

#### **Labour turnover**

**No. 27—Ingham, Geoffrey Keith.** Size of industrial organization and worker behaviour. London, Cambridge University Press, 1970. 170 p.

#### **Layoff systems**

**No. 28—Daniel, William Wentworth.** Strategies for displaced employees. [London, PEP] 1970. 10, 85 p.

**No. 29—Québec (Province). Direction générale de la main-d'œuvre.** Licenciements collectifs et reclassement des travailleurs. [Québec, L'Editeur officiel du Québec, 1971?] 63 p. Contents: Synthèse des rapports de 27 comités de reclassement. Colloque patronal-syndical sur les licenciements collectifs.

#### **Nursing**

**No. 30—Les Infirmières et Infirmiers Unis inc.** Le nursing québécois, malade: le rapport Castonguay-Nepveu et l'infirmier(e). [Montréal, 1971] 94 p.

#### **Pensions**

**No. 31—International Social Security Association.** Pensions insurance of self-employed farmers. Pensions insurance of self-employed persons other than farmers. Geneva, 1971. 101, 74 p. At head of title: International Social Security Association. 17th general assembly, Cologne, September 1970.

**No. 32—International Social Security Association.** Relationship between pensions and earnings and between contributions and earnings. Reporter: Herbert E. Liebing. Geneva, 1971. 70 p. At head of title: International Social Security Association. 17th general assembly, Cologne, September 1970.

**No. 33—Srb, Jozetta H.** Communicating with employees about pension and welfare benefits. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1971. 39 p.

**No. 34—U.S. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Railroad Retirement.** Railroad retirement annuity increase—1971. Hearing, Ninety-second Congress, first session, on S.1304, S.1473, and H.R.6444 . . . May 13, 1971. Washington, GPO, 1971. iv, 108 p.

#### **Prices—regulation**

**No. 35—Campbell, Colin Dearborn, comp.** Wage-price controls in World War II, United States and Germany; reports by persons who observed and participated in the programs. Edited by Colin D. Campbell. Washington, American Enterprise Institute for Public Policy Research [1971] 73 p.

#### **Wage policies**

**No. 36—Schiff, Eric.** Incomes policies abroad. Washington, American Enterprise Institute for Public Policy Research [1971] 42 p.

#### **Wages and hours**

**No. 37—Cotgrove, Stephen F.** The nylon spinners: a case study in productivity bargaining and job enlargement [by] Stephen Cotgrove, Jack Dunham [&] Clive Vamplew. London, Allen and Unwin [1971] 151 p.

**No. 38—U.S. Bureau of Labor Statistics.** Employee compensation in the private nonfarm economy, 1968. [Washington, GPO, 1971] 54 p.

#### **Women**

**No. 39—Adam, June.** A profile of women in Canadian universities; a paper prepared for the AUCC 1971 Annual Meeting. [Calgary? The Author?] 1971. x, 97 p.

**No. 40—National Ad Hoc Action Committee on the Status of Women in Canada.** Submission to the Government of Canada. St. Catharines, Ont., 1972. 20 p.

# labour statistics

| Principal Items   | Date             | Amount    | Percentage Change from |               |
|---|------------------|-----------|------------------------|---------------|
|   |                  |           | Previous Month         | Previous Year |
| (in thousands)  |                  |           |                        |               |
| TOTAL CIVILIAN LABOUR FORCE*                                      |                  |           |                        |               |
| Week ended April 22, 1972   |                  | 8,677     | + 0.2                  | + 3.3         |
| Employed .....  | April            | 8,085     | + 0.9                  | + 4.5         |
| Agriculture .....   | "                | 460       | + 12.7                 | - 8.4         |
| Non-agriculture .....   | "                | 7,624     | + 0.2                  | + 5.4         |
| Paid workers .....  | "                | 7,063     | + 0.1                  | + 5.7         |
| At work 35 hours or more .....                                    | "                | 6,342     | - 0.4                  | + 20.0        |
| At work less than 35 hours .....                                  | "                | 1,295     | - 2.9                  | - 37.3        |
| Employed but not at work .....                                    | "                | 448       | + 43.6                 | + 16.1        |
| Unemployed .....  | "                | 592       | - 7.8                  | - 10.2        |
| Atlantic .....  | "                | 73        | - 8.8                  | - 2.7         |
| Québec .....  | "                | 216       | - 1.8                  | - 7.7         |
| Ontario .....   | "                | 161       | - 13.4                 | - 21.5        |
| Prairie .....   | "                | 71        | - 4.1                  | - 2.7         |
| British Columbia .....  | "                | 71        | - 13.4                 | - 1.4         |
| Without work and seeking work .....                               | "                | 554       | - 8.0                  | - 10.8        |
| On temporary layoff up to 30 days .....                           | "                | 39        | - 4.9                  | -             |
| INDUSTRIAL EMPLOYMENT (1961 = 100)† .....                         | February         | 124.5     | + 0.2                  | + 1.7         |
| Manufacturing employment (1961 = 100)† .....                      | "                | 119.8     | + 0.3                  | + 1.1         |
| IMMIGRATION .....   | 1st 3 mths. 1972 | 23,567    | -                      | - 15.5        |
| Destined to the labour force .....                                | "                | 11,864    | -                      | - 20.3        |
| STRIKES AND LOCKOUTS  |                  |           |                        |               |
| Strikes and lockouts .....  | April            | 94        | + 11.9                 | - 5.1         |
| No. of workers involved .....                                     | "                | 232,706   | + 0.9                  | + 844.4       |
| Duration in man days .....  | "                | 1,812,570 | + 415.1                | + 1,030.1     |
| EARNINGS AND INCOME   |                  |           |                        |               |
| Average weekly wages and salaries (ind. comp.)† .....             | February         | 144.66    | + 0.7                  | + 9.2         |
| Average hourly earnings (mfg.)† .....                             | "                | 3.43      | - 0.9                  | + 6.9         |
| Average weekly hours paid† .....                                  | "                | 39.6      | - 1.0                  | + 1.5         |
| Consumer price index (1961 = 100) .....                           | May              | 138.3     | + 0.1                  | + 4.2         |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)‡ ..... | February         | 132.9     | - 0.4                  | + 3.8         |
| Total labour income (millions of dollars)† .....                  | March            | 4,510.1   | + 1.7                  | + 11.4        |
| INDUSTRIAL PRODUCTION†  |                  |           |                        |               |
| Total (average 1961 = 100) .....                                  | April            | 188.3     | + 2.1                  | + 8.9         |
| Manufacturing .....   | "                | 183.5     | + 2.6                  | + 8.5         |
| Durables .....  | "                | 210.3     | + 3.1                  | + 10.2        |
| Non-durables .....  | "                | 162.3     | + 2.1                  | + 6.9         |
| NEW RESIDENTIAL CONSTRUCTION**                                    |                  |           |                        |               |
| Starts .....  | April            | 15,535    | + 14.5                 | - 6.4         |
| Completions .....   | "                | 12,730    | + 7.9                  | + 12.5        |
| Under construction .....  | "                | 145,069   | + 1.9                  | + 17.8        |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

\*\*Centres of 10,000 population or more.



# Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or lockout out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

## Strikes and Lockouts, 1967-1972

| Month or Year       | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year |                  |                      |                                    |
|---------------------|---|--|------------------|----------------------|------------------------------------|
|                     |   | Strikes and Lockout                                    | Workers Involved | Duration in Man-Days | Per Cent of Estimated Working Time |
| 1967 .....          | 498   | 522  | 252,018          | 3,974,760            | 0.25                               |
| 1968 .....          | 559   | 582  | 223,562          | 5,032,730            | 0.32                               |
| 1969 .....          | 566   | 595  | 306,799          | 7,751,880            | 0.46                               |
| 1970 .....          | 503   | 542  | 261,706          | 6,539,560            | 0.39                               |
| *1971 .....         | 539   | 561  | 236,864          | 2,910,580            | 0.17                               |
| *1971-April .....   | 59  | 99   | 24,641           | 160,390              | 0.12                               |
| May .....           | 39  | 90   | 13,113           | 116,470              | 0.08                               |
| June .....          | 81  | 130  | 47,209           | 289,960              | 0.19                               |
| July .....          | 46  | 112  | 35,175           | 329,530              | 0.22                               |
| August .....        | 62  | 124  | 31,144           | 389,320              | 0.24                               |
| September .....     | 40  | 117  | 30,432           | 319,110              | 0.22                               |
| October .....       | 38  | 100  | 36,908           | 318,160              | 0.22                               |
| November .....      | 46  | 93   | 20,458           | 232,690              | 0.15                               |
| December .....      | 26  | 81   | 14,236           | 156,320              | 0.10                               |
| *1972-January ..... | 32  | 75   | 16,399           | 137,370              | 0.09                               |
| February .....      | 31  | 77   | 27,071           | 245,930              | 0.17                               |
| March .....         | 35  | 84   | 230,702          | 351,870              | 0.23                               |
| April .....         | 38  | 94   | 232,706          | 1,812,570            | 1.30                               |

\* Preliminary.

## Strikes and Lockouts, April, 1972, by Industry, (Preliminary)

| Industry                           | In Effect During Month        |                      |                  |           |
|------------------------------------|-------------------------------|----------------------|------------------|-----------|
|                                    | Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days  |
| Forestry .....                     | 1                             | 1                    | 600              | 5,200     |
| Mines .....                        | 1                             | 1                    | 350              | 1,050     |
| Manufacturing .....                | 16                            | 46                   | 4,618            | 58,330    |
| Construction .....                 | 8                             | 13                   | 1,758            | 11,620    |
| Transportation and utilities ..... | 2                             | 10                   | 2,946            | 19,730    |
| Trade .....                        | 3                             | 8                    | 158              | 2,450     |
| Finance .....                      | —                             | 1                    | 7                | 140       |
| Service .....                      | 1                             | 6                    | 2,575            | 7,580     |
| Public administration .....        | 6                             | 8                    | 219,694          | 1,706,470 |
| ALL INDUSTRIES .....               | 38                            | 94                   | 232,706          | 1,812,570 |

## Strikes and Lockouts, April, 1972, by Jurisdiction (Preliminary)

| Jurisdiction               | In Effect During Month        |                      |                  |           |
|----------------------------|-------------------------------|----------------------|------------------|-----------|
|                            | Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days  |
| Newfoundland .....         | 3                             | 5                    | 1,123            | 5,130     |
| Prince Edward Island ..... | —                             | —                    | —                | —         |
| Nova Scotia .....          | 1                             | 3                    | 602              | 4,950     |
| New Brunswick .....        | 3                             | 3                    | 360              | 760       |
| Québec .....               | 6                             | 23                   | 211,542          | 1,659,550 |
| Ontario .....              | 16                            | 35                   | 9,260            | 104,100   |
| Manitoba .....             | —                             | 1                    | 34               | 680       |
| Saskatchewan .....         | 1                             | 3                    | 564              | 2,390     |
| Alberta .....              | 1                             | 2                    | 270              | 3,530     |
| British Columbia .....     | 7                             | 16                   | 6,521            | 18,580    |
| Federal .....              | —                             | 3                    | 2,430            | 12,900    |
| ALL JURISDICTION .....     | 38                            | 94                   | 232,706          | 1,812,570 |

# Strikes and Lockouts Involving 100 or More Workers, April 1972, (Preliminary)

| Industry                       | Employer   | Union  | Duration in Man-Days Date |       | Starting         | Termination Date   | Major Issues   |
|--------------------------------|--|--|---------------------------|-------|------------------|--------------------|--|
|                                |  |  | Workers Involved          | April | Accu-<br>mulated |                    | Result   |
| <b>Forestry</b>                |  |  |                           |       |                  |                    |  |
|                                | Forest Industrial Relations, Coast-wide, B.C.                | Woodworkers (AFL-CIO/CLC)                                    | 600                       | 5,200 | 5,200            | Apr. 17<br>—       | Workers want to equalize earnings in all camps—  |
| <b>Mines</b>                   |  |  |                           |       |                  |                    |  |
| <b>NON-METAL</b>               |  |  |                           |       |                  |                    |  |
|                                | Aluminum Co. of Canada Ltd., St. Lawrence, Nfld.             | Metallurgists, Miners and Chemical Workers Federation (CNTU) | 350                       | 1,050 | 1,050            | Apr. 12<br>Apr. 17 | Alleged dispute over the demotion of one worker—Not reported.  |
| <b>QUARRIES</b>                |  |  |                           |       |                  |                    |  |
|                                | Carrières Montréal Est, (1965) Ltée, Montréal Est, Qué.      | International Operating Engineers Loc. 791-B (AFL-CIO/CLC)   | 151                       | —     | 4,530            | Feb. 21<br>Apr. 3  | Wages, hours, fringe benefits—11½% wage increase spread over a 2-yr. contract; time and one-half after 50 hours, 1 additional statutory holiday. |
| <b>Manufacturing</b>           |  |  |                           |       |                  |                    |  |
| <b>FOOD AND BEVERAGES</b>      |  |  |                           |       |                  |                    |  |
|                                | Burgo Fish Industries Ltd., Burgeo, Nfld.                    | Food Workers (AFL-CIO/CLC)                                   | 160                       | 1,600 | 35,360           | June 4<br>Apr. 17  | Union recognition—Not reported.  |
|                                | York Farms, Division of Canada Packers Ltd., Brantford, Ont. | Food Workers Loc. P469 (AFL-CIO/CLC)                         | 202                       | 4,040 | 10,510           | Feb. 17<br>—       | Working conditions, fringe benefits, wages—  |
| <b>PRINTING AND PUBLISHING</b> |  |  |                           |       |                  |                    |  |
|                                | Council of Printing Industries of Canada, Toronto, Ont.      | Lithographers and Photoengravers Loc. 35P (AFL-CIO/CLC)      | 180                       | 900   | 7,020            | Feb. 14<br>Apr. 10 | Not reported—Not reported.   |
| <b>PRIMARY METALS</b>          |  |  |                           |       |                  |                    |  |
|                                | Canada Metal Co., Toronto, Ont.                              | Chemical Workers Loc. 453 (AFL-CIO/CLC)                      | 158                       | 630   | 2,840            | Mar. 13<br>Apr. 7  | Not reported—Not reported.   |
| <b>METAL FABRICATING</b>       |  |  |                           |       |                  |                    |  |
|                                | Toronto Iron Works Ltd., Toronto, Ont.                       | Steelworkers Loc. 2820 (AFL-CIO/CLC)                         | 160                       | 320   | 3,360            | Mar. 5<br>Apr. 5   | Not reported—Not reported.   |
|                                | Macotta Company of Canada Ltd., Rexdale, Ont.                | Steelworkers Loc. 5165 (AFL-CIO/CLC)                         | 127                       | 2,540 | 4,060            | Mar. 15<br>—       | Not reported—  |
| <b>MACHINERY</b>               |  |  |                           |       |                  |                    |  |
|                                | Wean United Canada Ltd., Galt, Ont.                          | Auto Workers Loc. 1566 (CLC)                                 | 105                       | 1,260 | 3,780            | Feb. 26<br>Apr. 12 | Wages, job classifications—Wage increases over 2-yr. contract.   |



# **Strikes and Lockouts Involving 100 or More Workers, April 1972, (Preliminary) (Cont.)**

| Industry                             | Employer   | Union   | Duration in<br>Man-Days |        | Starting<br>Date | Termination<br>Date | Major Issues<br>Result   |
|--------------------------------------|--|---|-------------------------|--------|------------------|---------------------|--|
|                                      |  |   | Workers<br>Involved     | April  |                  |                     |  |
|                                      | Gilbarco Canada Limited,<br>Brockville, Ont.                     | Gilbarco Employees Union                          | 113                     | 2,150  | 2,150            | Apr. 4<br>—         | Wages, fringe benefits—  |
| <b>TRANSPORTATION EQUIPMENT</b>      |  |   |                         |        |                  |                     |  |
|                                      | De Havilland Aircraft of Canada Ltd.,<br>Downsview, Ont.         | Auto Workers Loc. 112<br>(CLC)                    | 911                     | 18,220 | 64,680           | Jan. 20<br>—        | Wages, other matters—  |
|                                      | Flextrac Nodwell, Calgary, Alta.                                 | Structural Iron Workers Loc. 805<br>(AFL-CIO/CLC) | 212                     | 3,180  | 8,260            | Feb. 26<br>Apr. 24  | Wages, working conditions—25¢ per hr. increase retroactive to July 9, 1971, 15¢ when agreement signed, 75¢ over next two years; other improved benefits. |
|                                      | Gidon Industries Ltd.,<br>Rexdale, Ont.                          | Steelworkers Loc. 5482<br>(AFL-CIO/CLC)           | 160                     | 3,200  | 3,840            | Mar. 27<br>—        | Not reported—  |
|                                      | Hawker Siddeley Canada Ltd.,<br>Trenton, N.S.                    | Steelworkers Loc. 1231<br>(AFL-CIO/CLC)           | 385                     | 770    | 770              | Apr. 11<br>Apr. 13  | Protesting a one-week suspension of one worker—Return of workers.  |
|                                      | Saint John Shipbuilding & Dry Dock Co. Ltd.,<br>Saint John, N.B. | Marine Workers Loc. 3<br>(CLC)                    | 250                     | 500    | 500              | Apr. 13<br>Apr. 17  | Disciplinary suspension of one worker—Return of workers.   |
| <b>NON-METALLIC MINERAL PRODUCTS</b> |  |   |                         |        |                  |                     |  |
|                                      | Domtar Construction Materials Ltd.,<br>Delson, Qué.              | Chemical Workers Loc. 602<br>(CLC)                | 100                     | —      | 14<br>—          | Apr. 29<br>—        | Wages, management rights, other matters—   |
| <b>MISCELLANEOUS MANUFACTURING</b>   |  |   |                         |        |                  |                     |  |
|                                      | Rubberset Co. Ltd.,<br>Gravenhurst, Ont.                         | CLC - directly chartered                          | 164                     | 820    | 820              | Apr. 14<br>Apr. 24  | Wages, piece work formula—Return of workers under previous conditions.   |

## **Construction**

|   |  |     |       |       |                    |  |
|---|--|-----|-------|-------|--------------------|--|
| McAlpine (Newfoundland) Ltd.,<br>Stephenville, Nfld.                                      | Plumbers Loc. 704<br>(AFL-CIO/CLC)                       | 200 | 1,150 | 1,550 | Mar. 30<br>Apr. 11 | Protesting poor quality of food and lodgings—Not reported. |
| Five glass companies,<br>Ottawa area, Ont.  | Painters Loc. 200<br>(AFL-CIO/CLC)                       | 125 | 2,380 | 2,380 | Apr. 4             | Wages—   |
| Iron Ore Company of Canada Ltd.,<br>Labrador City, Labrador                               | I.B.E.W.<br>(AFL-CIO/CLC)                                | 180 | 540   | 540   | Apr. 5<br>Apr. 7   | Alleged series of grievances—Return of workers.            |
| Saskatchewan Construction Assoc.<br>Labour Relations Council (Rotating),<br>Regina, Sask. | I.B.E.W. Loc. 2038<br>Plumbers Loc. 179<br>(AFL-CIO/CLC) | 500 | 1,800 | 1,800 | Apr. 10<br>Apr. 19 | Wages, working conditions—Return of workers.               |

# Strikes and Lockouts Involving 100 or More Workers, April 1972, (Preliminary) (Cont.)

| Industry                            | Employer  | Union   | Duration in Man-Days |           | Starting Date |                    | Major Issues  |
|-------------------------------------|---|---|----------------------|-----------|---------------|--------------------|---|
|                                     |   |   | Workers Involved     | April     | Accumulated   | Termination Date   |   |
|                                     |   |   |                      |           |               |                    | Result  |
|                                     | Procon Inc. and Horton Steel, Come by Chance, Nfld.                           | Boilermakers (AFL-CIO/CLC)                              | 233                  | 790       | 790           | Apr. 11<br>Apr. 15 | Protesting a number of grievances—Return of workers when differences in the dispute resolved.               |
|                                     | Construction Labour Relations Assoc., Province-wide, B.C.                     | Plumbers Loc. 170 (AFL-CIO/CLC)                         | 153                  | 1,380     | 1,380         | Apr. 18            | Not reported—   |
|                                     | Construction Labour Relations Assoc., Province-wide, B.C.                     | Sheet Metal Workers Loc. 280 (AFL-CIO/CLC)              | 130                  | 390       | 390           | Apr. 26<br>—       | Not reported—   |
| <b>Transportation and Utilities</b> |   |   |                      |           |               |                    |   |
| <b>TRANSPORTATION</b>               |   |   |                      |           |               |                    |   |
|                                     | Halifax Transit Corp., Halifax, N.S.  | Transit Union Loc. 508 (AFL-CIO/CLC)                    | 194                  | 4,160     | 6,880         | Mar. 13<br>—       | Wages—  |
|                                     | *Voyageur (1969) Inc., Montreal, Qué.   | Teamsters Loc. 106 (Ind.)                               | 300                  | 6,500     | 8,640         | Mar. 22<br>—       | Wages, hours, fringe benefits—  |
|                                     | Roadway Transport Limited, Oshawa, Ont.                                       | Teamsters Loc. 938 (Ind.)                               | 100                  | —         | —             | Apr. 29<br>—       | Protesting the use of out-of-town drivers—  |
| <b>COMMUNICATION</b>                |   |   |                      |           |               |                    |   |
|                                     | *Canadian Broadcasting Corporation (Rotating) Various locations, Canada-wide. | Broadcast Employees (NABET) Various locs. (AFL-CIO/CLC) | 2,110                | 6,000     | 24,600        | Jan. 21<br>—       | Wages, fringe benefits, job security, other improvements—   |
| <b>Service</b>                      |   |   |                      |           |               |                    |   |
| <b>EDUCATION</b>                    |   |   |                      |           |               |                    |   |
|                                     | CEGEP de Rouyn, Rouyn, Qué.   | Teachers Federation (CNTU)                              | 120                  | 2,400     | 4,440         | Mar. 8<br>—        | Protesting cancellation of isolation pay—   |
|                                     | CEGEP de Rosemont, Rosemont, Qué.   | Teachers Federation (CNTU)                              | 150                  | 3,000     | 3,900         | Mar. 24            | Not reported—   |
|                                     | North York Board of Education, North York, Ont.                               | Ontario Secondary School Teachers, Federation           | 2,200                | 1,100     | 1,100         | Apr. 4<br>Apr. 5   | To protest against the proposed ceilings on education spendings—Teachers returned to classes.               |
| <b>Public Administration</b>        |   |   |                      |           |               |                    |   |
| <b>PROVINCIAL ADMINISTRATION</b>    |   |   |                      |           |               |                    |   |
|                                     | Government of Québec, Province-wide, Qué.                                     | Various unions (CNTU, QTC, QFL)                         | 210,000              | 1,636,850 | 1,636,850     | Apr. 11<br>Apr. 22 | Wages, job security, other improvements—Return of workers when Bill 19 was passed by Provincial Government. |



# **Strikes and Lockouts Involving 100 or More Workers, April 1972, (Preliminary) (Cont.)**

| Industry   |   |       | Duration in<br>Man-Days Date |        | Starting           |   |                        |
|--|---|-------|------------------------------|--------|--------------------|---|------------------------|
| Employer   |   |       | Workers<br>Involved          | April  | Accu-<br>mulated   | Termination<br>Date   | Major Issues<br>Result |
| Location   | Union   |       |                              |        |                    |   |                        |
| LOCAL ADMINISTRATION                                 |   |       |                              |        |                    |   |                        |
| Ville de Longueuil,<br>Longueuil, Qué.               | Public<br>Employees<br>Loc. 307<br>(CLC)  | 150   | 3,000                        | 4,650  | Mar. 16<br>Apr. 28 | Wages, job security—49½¢ an<br>hr. increase spread over a 2-yr.<br>contract; other improvement. |                        |
| Metro and City of<br>Toronto,<br>Metro Toronto, Ont. | Public<br>Employees<br>Loc. 43<br>(CLC)   | 3,750 | 56,250                       | 56,250 | Apr. 10<br>—       | Wages—  |                        |
| City of Vancouver,<br>Vancouver, B.C.                | Public<br>Employees<br>Loc. 1004 (CLC)<br>Municipal and<br>Regional<br>Employees'<br>Union  | 2,800 | 2,800                        | 2,800  | Apr. 10<br>Apr. 11 | Wages—Return of workers.  |                        |
| Ville de Laval - City<br>of Laval,<br>Chomedey, Qué. | Public<br>Employees<br>Loc. 1113<br>(CLC)   | 352   | 2,110                        | 2,110  | Apr. 21<br>—       | Wages, fringe benefits, job<br>security—  |                        |
| City of Vancouver,<br>Vancouver, B.C.                | Public<br>Employees<br>Loc. 1004<br>(CLC)<br>and Municipal &<br>Regional<br>Employees Union | 2,600 | 5,200                        | 5,200  | Apr. 27            | Wages, fringe benefits—   |                        |

\*Federal jurisdiction.

September 1972

# The Labour Gazette





**Job enrichment has to be implemented in program form in order to make it effective, and this requires a major commitment on the part of all concerned. Management will have to be educated to the extent of being able to persuade recalcitrant employees of the benefits that ensue from the program. See: Motivation in the Public Service, by H. J. Harker, p. 458 and Adapting to Change, p. 472 .**



# The Labour Gazette

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Canada Department of Labour

Vol. 72, No. 9 / September 1972



**Labour  
Canada**

**Travail  
Canada**



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## Labour Day messages

**Martin O'Connell**

**Minister of Labour**

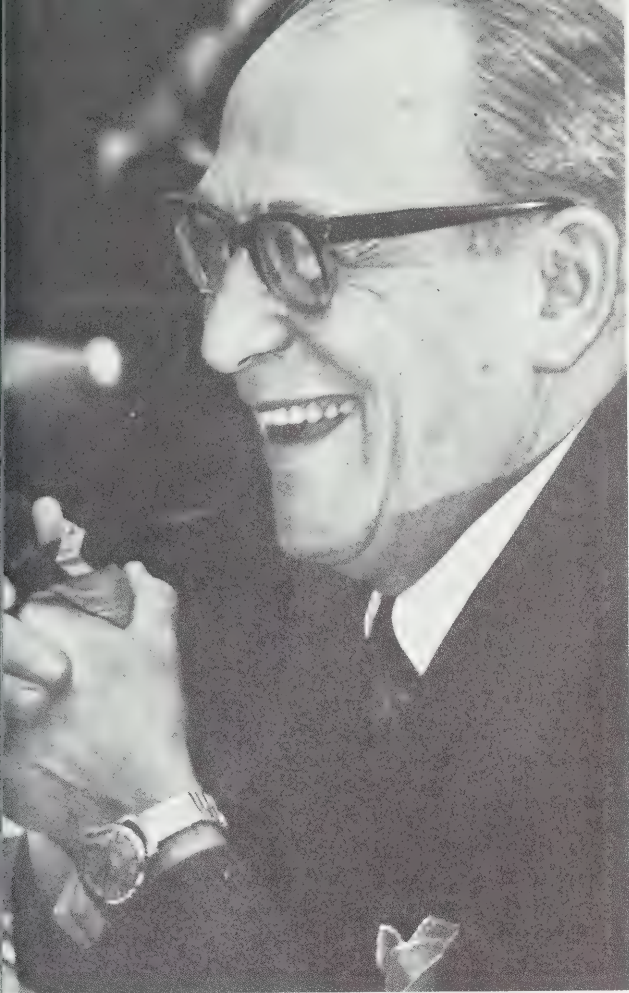
This is my first opportunity as Minister of Labour to address you on the occasion of Labour Day, the day workers all over Canada celebrate their achievements in building our great country. We can reflect with pride on some of the achievements of the past year. Our economy has made remarkable advances. Our stability and steady progress has been the envy of less fortunate nations.

At the Department of Labour much progress has been made on revising the Canada Labour Code. These revisions are designed to improve employment standards, safety regulations and industrial relations. Important legislative changes such as these enhance both the conditions of work and the working environment of all Canadians, not only those directly covered by the legislation.

We are also engaged in strengthening the non-legislative side of the Department. Programs include the work of the Labour-Management Consultation Branch, aimed at improving the effectiveness of the collective bargaining process. This will shortly be expanded into a new Industrial Relations Advisory Service that will supplement the work of our industry specialists. The Research Branch is initiating new programs that will help to provide the wide range of facts and figures that are needed for effective and realistic collective bargaining.

As our economy progresses, we must search for more fruitful solutions to work problems, to the difficulties that sometimes arise under the stress and tension of the job. We are banking on the creative input of all trade unionists in implementing more effective industrial relations. The Department of Labour will offer you all the assistance it can, but the spirit must come from you.

May I wish you all a **HAPPY LABOUR DAY**.



**Donald MacDonald**

President  
Canadian Labour Congress

In this centennial year, reflection on labour's legislative achievements is appropriate. In 1872, legal penalties against trade unions were dropped. That year, Sir John A. Macdonald introduced laws into Parliament to exempt trade unions from the civil and criminal penalties of the Combines Investigation Act.

These laws, modelled on similar legislation enacted by the British Parliament a year earlier, were not the spontaneous decision of Canada's first Prime Minister. They cannot, nor should not, be isolated from the demands of the trade unions of that day. These demands were expressed in public rallies, when leaders of the Toronto Typographical Union were charged with seditious conspiracy in the spring of 1872 for leading a strike for a 9-hour day. The charges were dropped following the enactment of the Trades Unions Act and the Criminal Law Amendment Act.

In the intervening century, particularly in the past 20 years, our legislative requests to governments have been increasingly concerned with protection for workers who are not union members. Thus trade unions were in the forefront of the campaign for universal hospital and medical insurance under public auspices. Similarly, we can claim responsibility for the acceptance of the 8-hour day, paid vacations and statutory holidays. Moreover, we favour the introduction of a guaranteed annual income—without a means test—to replace the haphazard social assistance programs of the federal and provincial governments.

Our concern with the needs of poor people is not limited to those who reside here. We have consistently urged the Government of Canada to allocate 1 per cent of the Gross National Product to programs designed to raise the living standards of people in the developing countries. In addition, many CLC unions regularly contribute to projects in the third world sponsored by the International Confederation of Free Trade Unions.

The procedures for certifying trade unions have been the subject of special legislation since World War II. Yet positive governmental policy on the right of workers to join the unions of their choice and to bargain collectively was enunciated just this year, in a preamble to the Canada Labour Code.

On Labour Day 1972, a review of labour legislation over the past century helps us to realize that there are no foreseeable limits to the possible involvement of trade unions in Canadian society.





**W. C. Y. McGregor**

Chairman  
Canadian Railway Labour Association

On this Labour Day 1972, "the good and abundant life is but a dream for many of our Canadian fellow workers. There are still age-old forces of reaction at work forces that would deny the unorganized the freedom to unite to achieve the right to a fair share of the wealth they are helping to create.

Today, attacks on labour are couched in sophisticated language, but they are concerted, and our right to collective bargaining is ever more challenged by the forces of reaction. Many of the leaders of management we face today across the bargaining table are enlightened and concerned with human values and participation by workers in the decisions of the workplace. But still there are too many of the old-line businessmen who subscribe to the residual rights theory of management. It is these reactionaries we must put in their place.

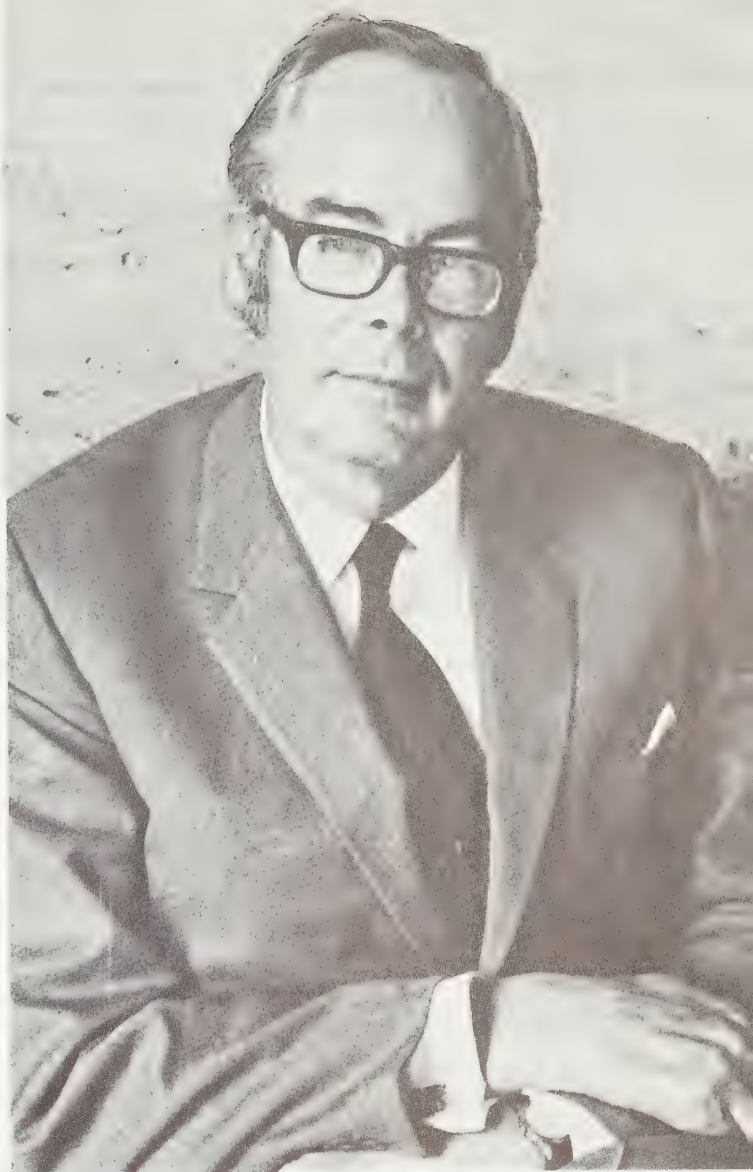
It is, then, to the young men and women in our railway unions that our appeal must go out—work and study, participate more actively in the deliberations and the decisions of locals and lodges, so that you can go out and effectively counteract the propaganda that would destroy the labour movement as it now exists. Young railway unionists today, through the struggles of their fathers and grandfathers and the educational opportunities thus offered them, are much better informed and articulate than were trade unionists of yesteryear. It is to them that we must look for the enlightened leadership that will carry to fruition the hopes and aspirations of the Canadian worker for the more abundant life.

## News briefs

■ Labour Minister Martin O'Connell has released the **Report of the Commission of Inquiry into hours of work in the British Columbia Shipping Industry**. The report makes five basic recommendations: The system whereby employees in the West Coast marine industry receive paid leave as compensation for extended working hours should be deemed to meet the hours of work provisions of the Canada Labour Code. Where no leave-credit system is in effect, the employer should be governed by the hours-of-work requirements of the Code. Accumulation of leave credits should not exceed 45 days without the permission of the Canada Department of Labour. Not more than 18 hours of overtime should be worked in seven consecutive working days, and where a voyage of less than seven consecutive days is taken, overtime hours allowed should be proportionately reduced.

Masters and chief engineers who are required to stand watch should be subject to the hours of work provisions of the Code.

The inquiry began last February when Dr. K. A. Pugh of Edmonton was appointed Commissioner by the Minister and requested to look into hours-of-work practices in the British Columbia Shipping Industry within federal jurisdiction. The report is now being studied by the Department. Union and management representatives will be asked for their views on any special legislative proposals that may be made.



John Mainwaring

■ John Mainwaring, Director of the International Labour Affairs Branch of the Canada Department of Labour for the past eight years, has been elected Chairman of the Governing Body of the International Labour Organization. Mainwaring, who represents the Canadian Government at the ILO, will remain as Chairman for a year. The Governing Body functions as the executive of the International Labour Organization, meeting three times yearly to determine the budget and program of activities.



■ **Three new labour counsellors for Washington, D.C., London, England, and Brussels, Belgium have been appointed.** The three are Allen Schroeder, 61, currently Education Director of the Canadian Region, United Auto Workers of America, who will be posted to Washington; Eamon Park, 55, Assistant to the Canadian Director of the United Steelworkers of America, who will serve in London; and Jacques Archambault, 48, Director of the Commerce Federation of the Confederation of National Trade Unions, who goes to Brussels.

The three men moved to their posts early in September and will be responsible for reporting on the international labour scene in their respective areas, keeping the Canadian Government informed of labour and social developments. Born in Saskatchewan, Schroeder taught school in that province from 1929-32. He joined the United Auto Workers in 1940 in St. Catharines and held a series of posts, including those of vice-president and chairman of the bargaining committee of Local 199, and international representative on the UAW staff, prior to his appointment as Education Director, Canadian Region, in March 1961.

Park, a native of Ireland, was educated in England, Wales and Toronto, and began his labour career in Kirkland Lake, Ontario, in 1941. A member of the United Steelworkers of America since 1942, Park has also served as organizer as well as director of its Public Relations and Legislative Departments. His international experience includes participation in a number of meetings of the Iron and Steel Committee of the International Labour Organization.

A technical counsellor with the CNTU since 1948, Archambault is a graduate in industrial relations from Laval University, Quebec City. He has been active in many facets of the labour union movement in Québec and spent a year in France studying labour's involvement with economic planning. The Washington and London posts were occupied respectively by Patrick Conroy and Gil Schonning, now retired; while the Brussels' post was occupied by Guy de Merlis, currently Assistant Director of the International Labour Affairs Branch of the Department.

■ **Richard Vanderberg has been named Executive Secretary of the Canadian Railway Labour Association.** He came to the CRLA from Carleton University, Ottawa, where he has been an assistant professor of economics. He has wide experience in economics and labour relations, having worked with the Transport and General Workers Union in Britain. He is the author of the study **The Post Office and its Workers**, and is a former employee of the Wisconsin Employment Relations Board.

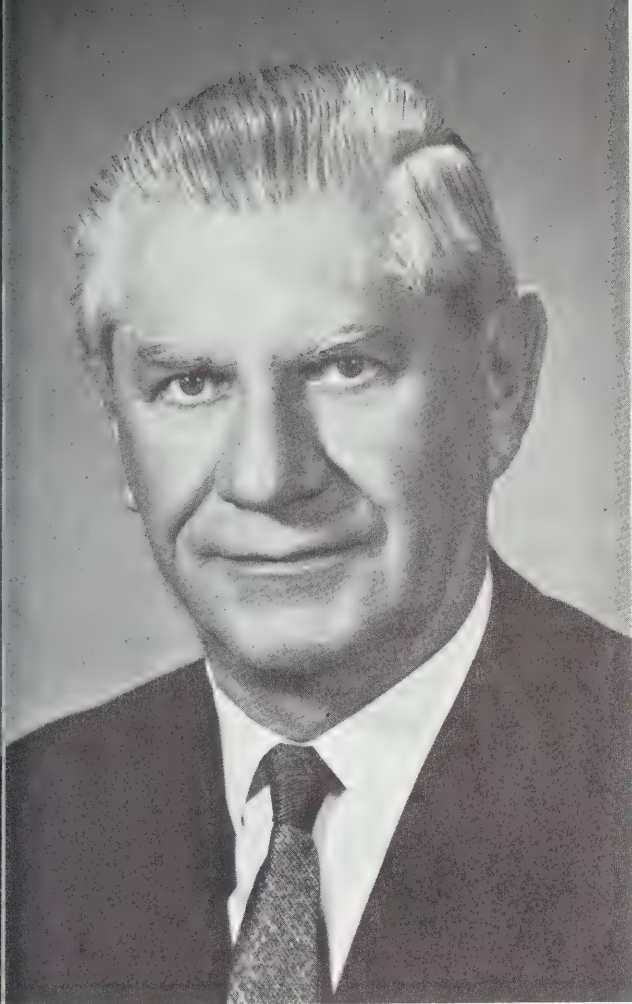
■ **The Canadian International Development Agency has signed agreements to provide Algeria with a management training program.** CIDA will contribute \$2 million to pay for the cost of services and equipment provided by the University of Montreal's Ecole des Hautes Etudes Commerciales for creation of a management department under the auspices of Algeria's National Productivity and Development Institute. The latter is an extension of the Algerian Government's Department of Industry and Energy.

The new department, to be known as the "Département de Perfectionnement en Gestion des Entreprises (DPGE)" will be built up by the Ecole des Hautes Etudes Commerciales into an autonomous institution, staffed by Algerians with expertise in management training. It will serve also other developing African nations as a centre of research in scientific management principles. It will begin operations May 13, 1973. In addition to creation of the DPGE, Canada's assistance in a five-year program will include provision of scholarships for postgraduate management studies in Canada for Algerians.

CIDA has also signed an agreement that will provide a grant of \$170,000 for the training of mechanics for heavy earth-moving and farm equipment in the Ivory Coast. The agreement was signed with the Geneva-based Organization for Rehabilitation through Training (ORT). Manufacturers of farm machinery, ranging from small tractors to combine harvesters, also are contributing funds to the project. The ORT, a non-profit organization with an office in Montreal, will supply Canadian instructors to carry out the training program.

■ **Donald MacDonald, President of the Canadian Labour Congress, has announced the appointment of Kenneth R. (Robbie) Robinson, as the new Director of Public Relations for the Congress and Editor of Canadian Labour effective immediately.** Mr. Robinson, who has been Mr. MacDonald's special assistant, joined the Congress from the Public Service Alliance of Canada, where he held the post of director of public relations. He replaces Public Relations Director Jack Williams, who retired July 1.

■ **A group of federal public servants chose their own working hours during the past summer on an experimental basis.** About 50 employees at the Department of Consumer and Corporate Affairs were able to report for work at any time between 7.30 and 9.00 a.m. and leave whenever they wanted after 3.30 p.m. The only requirement was that they put in a 7½-hour day.



Jack Williams

■ **Jack Williams, Public Relations Director of the Canadian Labour Congress since 1956 and Editor of Canadian Labour since 1970, has retired.** Williams was appointed public relations director of the old Canadian Congress of Labour in 1946 and continued in that position until the merger of the CCL and the Trades and Labour Congress in 1956. Before joining the labour movement in an official capacity, Williams worked for 13 years on the editorial staff of the St. Catharines Standard. In 1941 he joined the staff of Canadian Press and was assigned to the Parliamentary Press Gallery in Ottawa, specializing in labour.

■ **The U.S. Department of Labour has taken over all activities of the United Mine Workers until a new election of officers can be held.** A U.S. District Court ordered new elections for the top posts in the union. The Court also gave the Labour Department veto power over all financial dealings of the union. UMW President Tony Boyle was recently convicted on charges of illegally donating union funds to political campaigns, but he is appealing the conviction.

■ **Donald MacDonald, President of the Canadian Labour Congress, was elected as the first non-European President of the International Confederation of Free Trade Unions** at the ICFTU World Congress in London, England in July. MacDonald, who headed the Canadian delegation to the five-day international meeting, has been a strong advocate of the ICFTU since the organization was founded in 1949 and in 1969 he was the first Canadian to be elected a vice-president. He has been elected for a three-year term of office by unanimous acclamation of the Executive Board of which he is a member.

The ICFTU, which represents 60-million workers in almost 100 countries around the world, has headquarters in Brussels, Belgium. The CLC is an enthusiastic and energetic member of the ICFTU. Organizing and assisting in the formation of trade unions where they do not exist, and trade union education are but two of the many areas in which the ICFTU is active. The organization administers also the International Solidarity Fund, which consists of voluntary contributions from workers around the world. The Fund provides relief in emergencies of all kinds, and sponsors activities designed to help the trade union movements in the developing and underprivileged countries. The organized labour movement in Canada contributed more than \$50,000 in 1971 to the International Solidarity Fund; in addition, the Canadian Labour Congress administers its own International Activities Fund to provide financing for specific international projects carried out by the Canadian Labour Congress.

■ **A. L. (Bert) Hepworth of Ottawa has been named a part-time member of the Public Service Staff Relations Board.** Hepworth will serve as a member representative of the interests of employees. He replaces the late Andy Andras of Ottawa. Mr. Hepworth's appointment brings the Board up to the full strength permitted under the Public Service Staff Relations Act. The Act provides for the appointment of a chairman, a vice-chairman and from four to eight other members to be appointed as being representative in equal numbers of the interests of employees and of employers.

■ **The federal minimum wage will be increased to \$1.90 from \$1.75 an hour on November 1.** This minimum will apply to employees 17 years and over in businesses coming under federal jurisdiction. The minimum for employees under 17 will be increased to \$1.65. The revision of the minimum wage was made by Order of the Governor in Council under the provisions of Part III of the Canada Labour Code (Labour Standards).





## 50 years ago

■ Delegates to the 38th annual convention of the Trades and Labour Congress of Canada petitioned the federal and provincial authorities for the withdrawal of troops from the Nova Scotia coal fields. The issue was taken up at the afternoon session of August 22, when Tom Moore, President of the Congress, read a telegram from Dan Livingston, President of District No. 26 of the United Mine Workers, whose members were on strike against wage reductions. In the telegram, the UAW asked that a protest be made against the sending of troops, which, it was asserted, could only be for the purpose of breaking the strike, as not one arrest for lawlessness had been made since the strike was called on August 15.

President Moore explained that the executive council had already sent a message to Prime Minister Mackenzie King about the troops being sent into the district. The Prime Minister had replied that no troops had been sent at the request of the Government, but had been requisitioned by the local authorities for the preservation of law and order. The Prime Minister suggested that the authorities withdraw their demand. The president in turn explained that the Congress executive had been ignored by the labour men in the coal fields of Nova

Scotia, and as they were not in touch with the men concerned in the present dispute, they had no one to whom the suggestion of the Prime Minister could be submitted.

The request for the preparation of a resolution was referred to the Committee on Resolutions, which later presented the following message to Prime Minister King, provincial Premier Murray, and to the officers of District 26: "With reference to the use of troops in the Nova Scotia mining troubles, this Congress in annual convention, emphatically approves telegram sent by President Moore on behalf of the executive council protesting against the use of and concentration of troops in industrial mining disputes as intimidation of the workers and as a too ready assistance of the money-grabbers whose only care is their pockets rather than the rights of the public. The presence of troops, particularly where there is no disorder, (property being protected by the workers), and especially where the mayors of the municipalities of Nova Scotia have disowned the necessity for assistance, only leads to serious trouble and rioting, and is subversive of the rights of the people, and makes a mockery of the law. Congress asks that you bring strong pressure to bear on parties responsible for presence of troops to have them evacuate the locality at once."

In his reply, Prime Minister King stated: Under the circumstances, I have given instructions to have contents of your wire communicated through Department of National Defence to officer of the district under whose requisition troops have gone to Nova Scotia, with the request that he advise local authorities of its presentations, at the same time informing them that our Government is most desirous that the troops should be withdrawn just as speedily as may be possible in the opinion of the authorities by whom they have been requisitioned, and who are financially liable for expenditures incurred in connection with their aid to the civil power."

Some discussion took place on the reading of the above message from the Prime Minister. It was decided that an acknowledgment should be forwarded to King expressing appreciation for the prompt, courteous and sympathetic reply, and expressing the hope that he would continue to do his utmost with a view to having the troops withdrawn immediately. It was also decided, as no reply had been received from Premier Murray, that a copy of the message received from the Prime Minister should be forwarded to him with a request that he acknowledge the message sent to him by the Congress on August 22. A letter received from the deputy provincial secretary of Nova Scotia on August 25 stated that the troops were requisitioned by the local authorities to protect the coal areas and workings. These, he said, were the property of the people of Nova Scotia and had been abandoned by those responsible for keeping the mines clear of water and gas.

On the same day another telegram was received from Premier King, informing the convention that "in addition to having made known the attitude of the federal Government in the manner disclosed in my previous telegram to you, the presence of the Hon. D. D. McKenzie in Nova Scotia at this time is due to the desire of my colleagues and myself to see that the parties concerned are kept fully aware of the position of the federal Government in this matter, and of the responsibilities and financial liability involved in the calling out and retention of the troops in aid of the civil power."

After receiving the messages, the Congress unanimously adopted a resolution expressing their unalterable opposition to the presence of the militia in strike areas until the power of the civil authorities had been exhausted. A resolution also was approved pledging the "fullest moral support to the striking miners of District 26 in their endeavour to secure a wage sufficient to maintain the Canadian standard of living."

■ **The Ontario Mothers' Allowances Act came into force on October 1, 1920, and the first annual report of the Allowance Board covered operations undertaken during the fiscal year.** The statistical part of the report showed that of the 2,320 widows receiving benefits, 180 were widowed during the current year. The most frequent causes of death of the fathers were influenza, pneumonia and tuberculosis, which together accounted for 1,146 out of 2,338 deaths. The occupation of the fathers was given as follows: 1,002 labourers, 142 clerical, 675 trade, 151 business, 25 professional, 288 farmers. The remainder of the 2,660 fathers reported on were unclassified.

A widow with two children was paid \$40 a month in the city. Rates in municipalities that were not cities were \$10 lower than city rates. No provision was made in the Act for a widowed mother with only one child. (At the time of this report, the average cost of the weekly family budget of twenty-nine staple foods was \$10.44. The total for food, fuel and rent averaged \$20.88.) In most cases the cost of the allowances was met jointly by the province and the local authority. The work of the Mothers' Allowance Commission was performed by 96 local boards consisting of five members serving gratuitously and receiving only travelling expenses.

If the mother was employed, the Board endeavoured to obtain part-time instead of full-time employment in order that she might arrange to spend more time in her home. The province, in this way, hoped to keep homes together, and make it possible for mothers who were forced to break up their families to bring them together again.

■ **An order in council was issued in Alberta under the 1922 Drought Area Relief Act.** The order was to the effect that throughout the drought area, no proceedings of any sort leading to the seizure or sale of property could be taken without the permission of a judge. The produce raised within the drought area during 1922, and the sale proceeds that would provide necessary food and clothing for the resident and his family until August 1, 1923, were exempted from seizure.

■ **The provincial police of Saskatchewan secured several convictions** under the provincial Masters' and Servants' Act against a number of harvesters who left their work in the harvest fields without notifying their employers. Fines amounting to \$20 and costs were imposed in some cases.





# Motivation in the public service

by H. J. Harker

While still Minister of Labour, Bryce Mackasey addressed the National Industrial Conference Board and offered a diagnosis of the state of industrial relations in Canada, saying that the root causes of trouble were to be found in the neglect of the motivational side of industrial relations. **Proper treatment of this subject, he thought, would reveal a frustration that neither employer nor trade union officials fully understands.** The frustration often felt by employees toward their work and the work environment is an area that is more and more being examined, at times by employers, and at other times by organizations representing employees. This article will discuss the bases of such examinations in Canada and assess their implications for public administration in general.

Mackasey justified the concern for motivational analyses in the public sector, and in correspondence with the director of a leading staff organization, made the point that as an employer, the Government of Canada must take an active part in such studies. He saw the need for it to move from simply gauging the total employee organization to systematically studying the dimensions of each component of the Public Service that influence individual behaviour and the acceptance of work tasks.

When Cabinet Ministers and staff association leaders talk about motivation, they are thinking of whatever it is that encourages the acceptance of work tasks and the expression of individual behaviour conducive to the

achievement of personal and organizational goals—which, we can say, is to equate motivation with work satisfaction. A public servant is motivated to work when such activity produces satisfaction.

To take this point a step further, we can perhaps say that motivation is the psychological force that promotes action related to the satisfaction of needs: man acts in a certain way to obtain the things he values. This suggests that he acts in a certain way to avoid the things he does not value, and that we must regard this, too, as motivation. This, however, is where the controversy begins. Indeed, perhaps it began when we introduced “values” as well as “needs,” or when we failed to identify the nature of the needs. One of the key figures in this field is Prof. Frederick Herzberg. He sees motivation (and has urged many individuals and corporations to do the same) as that inner desire to make an effort. This effort is produced by man’s need for fulfilment as a person, for self-realization.

He is reasonably specific as to the sort of needs that must be met in order to spur motivation, and he does not exclude recognition of such basic needs as food, water and shelter. Thus, there are, in his view, two sets of needs, essentially independent of each other and perhaps even operating in different directions. We must note then, that the school of thought that Herzberg represents seeks to establish a “duality” in man’s nature; woman’s nature too, for that matter!

Another approach to motivation is one that stresses complexity and individuality. Here motivation is again internal—one man can move but not motivate another—

but it is related to a subjective determination of the importance of needs without reference to a dominant pattern. This very individualistic view calls for an equally individualistic approach by the manager who must deal with each employee as having highly differentiated needs.

Although not wishing to dwell on the implications of motivation analysis at this stage, it is clear that such an approach would require the personal involvement of the manager to an extent that may detract from the performance of other managerial duties. Managers in the Public Service often lack the authority to respond to diverse employee needs. But these needs must be made clear to the manager through conversation with the employee and through measurement of the latter's response to a variety of work assignments and incentives. This would appear to require a much more flexible approach to the structuring of government operations than exists in the Canadian Public Service today.

Clearly, we have not introduced every approach, or family of approaches, to the question of what is motivation, and how we can measure satisfaction—the end that motivation seeks to achieve by the internal mobilization of energies. The reason for such seemingly cavalier treatment of a complex field is that, in Canada, the choice seems to have been made between the two types of approach introduced earlier. That is not meant to intimate that in Canada one can see evidence of a major commitment in all quarters to the motivational approach to industrial relations demanded by Mackasey. Indeed, the Minister's statements show that this is not the case. Studies, and attempts to implement their findings are very much in their infancy, but they do share a common genesis: the approach to motivation and job satisfaction developed by Herzberg.

We have seen that Herzberg makes a distinction between motivatory needs, self-realization, achievement and responsibility, and the basic hygienic needs such as comfortable surroundings, good supervision, and the things that money can buy. It is, according to Herzberg, the presence of some of these factors in someone's work that will determine the extent to which he is a satisfied employee. An employee will be moved by the presence of hygiene factors, and motivated by the presence of the motivatory factors. An absence of the former will make him dissatisfied; but he will be satisfied only by the presence of the latter. This relatively simplistic view of work satisfaction, and the impact of motivatory and hygienic needs has not gone uncriticized, as can be gauged from a reading of journals in personnel psychology.

One criticism that must be levelled by this author is that **professional public servants capable of building a pattern of job expectations could easily be dissatisfied by the absence of motivatory factors in the work.** The author's interest in this whole area, and more specifically in the motivation of professionals employed in the Canadian federal Public Service, was in part stimulated by the exploratory work of the Personnel Department of the Canadian National Railways. George Lach, a CN Vice-President and former trade union official, has set himself the task of creating, both within the corporation and in the industrial milieu, an atmosphere conducive to the acceptance of the new philosophy of management based on an appreciation of Herzberg's work. His chief assistant in this enterprise is Clift Read, Co-ordinator of Manpower Planning for CN.

Read has carried out a number of small-scale studies covering a total of more than 1,200 respondents drawn from all management levels and manual occupations as well as the professions. One point that emerges from his data is that professionals and non-professionals do not differ significantly with regard to the factors that motivate them or dissatisfy them. So far, the CN team has restricted itself to conducting very valuable empirical studies and public relations exercises, rather than pressing ahead with major programs of job enrichment—that is, building motivatory factors into jobs. This is not the case with Bell Canada, an organization stimulated no doubt by the close links between American Telephone and Telegraph and Herzberg.

Bell Canada has initiated, completed, and evaluated a number of job-enrichment programs similar to those initiated by ICI at its fibres plant in Gloucester, England (LG 1969, p. 453). Impressive savings have been made in aspects of Bell's Operations in the Central Region, owing to the efforts of Norm Guest, and in Montreal, to Bill Topp, Staff Supervisor for Management Development who, like CN's Clift Read, spends much of his time outside the organization. An example of his work is a seminar he led at the 1970 Conference of the Ottawa Chapter of the Public Personnel Association. This was attended by personnel administrators from the federal Public Service, a number of whom had never previously heard of Herzberg, motivation analysis, or job enrichment. **The federal Government has, as we have seen, expressed an interest in these items, but none of its civil agencies has undertaken studies or implemented programs.**

The Canadian Forces Personnel Applied Research Unit has, however, carried out a group of motivation studies. The first of these tested the applicability of Herzberg's findings to Canadian Armed Forces officers. Maj. Paul



Otke, a doctoral student in psychology at York University, Toronto, directed the work, and from the first study, he concluded that there are motivatory factors that are satisfiers and that substantiate the points I made earlier concerning professional workers and Herzberg's theories. The unit carried out a second study under Otke's direction. This one was designed to formulate a number of hypotheses concerning job satisfaction, and these were tested on a representative sample of more than 600 officers. At this time, it is not clear whether anything has been or will be done to implement Otke's findings, but it is significant that a considerable body of resources was allocated to carry out the studies. For example, a team of 40 personnel selection officers was specially trained to do the interviews.

Something, then, is known about the motivation of a particular group of people employed in the service of the Government of Canada. These are military employees, of course, as opposed to Public Service employees. Comprehensive knowledge of the motivation of our federal Public Service employees is lacking, though some light has been shed by the Professional Institute of the Public Service. Some other knowledge exists, gathered by Jim Lotz and Patrick Playfair of the Canadian Research Centre for Anthropology. They directed a survey of resources available to single women Public Service employees residing in the centre of Ottawa, and some of their questions were intended to determine the major causes of job satisfaction and dissatisfaction among these employees.

**We are, in effect, on the threshold of establishing an atmosphere conducive to an examination into the true nature of public employment.**

As Dr. Richard A. Chapman reported to the International Round Table on Administrative Reform-Development held in Beirut in April 1970, such an atmosphere was current in Britain a few years ago. Although Dr. Chapman found it difficult to explain why an important degree of introspection should have occurred at that time in the form of critical analyses of various public institutions, the result was the introduction of formal-official inquiries into the basis for administrative reform. It is perhaps too early to expect such inquiries to be made in Canada, for although there is a lot of hope on the part of the employee side, there is little indication from the Government—apart from the interest of Manpower Minister Mackasey.

There is little doubt, however, that demands for the reform of working conditions and relationships in the Public Service will grow increasingly insistent in Canada. As the evidence mounts that a growing number of Public Service employees find their jobs lacking in satisfaction, and that jobs can be enriched to provide cost and other savings to the employer, there will be a mobilization of pressures from many quarters. These pressures will demand that efforts be directed toward the objective, a job-enriched public service, and they will come from staff associations, departmental personnel authorities, and sections of Treasury Board.

The existence of channels for the communication of these pressures will be a critical factor in how the new orientation to labour relations through motivation will be handled by the Government. **Channels do exist at present, though they are organized more to accommodate a system of collective bargaining than anything else, but even these are being questioned now.**

It can be suggested that, in any country with a modernized state and a busy bureaucracy, government in the 1970s will have to face the costs of employing officials who are not satisfied with their jobs and who are not being effectively used. Often the latter condition is a cause of the former. Governments will have to face these costs partly because they will be very high, and partly because they will be more clearly related to the lack of motivation through job enrichment than to any other factor. Only then will the channels of communication assume their true importance.

Attempts must be made to articulate the patterns of self-actualization needs of, and actualizing structures open to, Public Service employees. Their own staff associations are in the best position to assume a major part of this burden. Bureaucracies that do not encourage, or actually discourage, the affiliation of employees with staff associations will have to cope unaided with the problems of clearly defining the areas of need.

**In any event, job enrichment has to be implemented in program form in order to make it effective, and this will require a major commitment by everyone concerned. Management will have to be educated to the extent of being able to persuade recalcitrant employees of the benefits that would ensue from such a program—and the program will have to be flexible enough that it can be tailored to fit particular situations.**

The education of management, which will be related not only to the creation of capabilities but to the creation of a corporate philosophy of commitment, cannot of course come within the province of the staff associ-



ations. What will be called for is the use of a special part of the bureaucracy for the discharging of service-wide responsibilities. The Canadian Treasury Board already performs similar functions and it could assume new duties with little difficulty. Where the expertise necessary to produce job enrichment does not exist the process will be difficult. The trials and tribulations of change are more difficult when familiar centres of authority are not being used.

The movement toward a job-enriched Public Service will entail the use of well-developed staff associations, the creation of a favourable managerial climate, and the determination of a select group within the bureaucracy to make the program work in the direction of reducing costs. These are the impacts that the introduction of motivation and job enrichment will have as a process. We must now speculate as to the long-term consequences.

There is no evidence available, to this author at least, showing the pattern of industrial relations that exists in a job-enriched Public Service. What signs there are, drawn from the private sphere, suggest that **the initial implementation of job enrichment, involving supervisors and junior managers in the analysis of the jobs and the production of schemes for adding responsibilities to these jobs, results in a desire and need for these people to have responsibility and authority themselves.**

These qualities they need in order to respond to changes in the situation of their work units, ranging from alterations in output to alterations in the type of

employee hired. The danger will be that the managerial staff may come to believe that it alone holds the key to what the Public Service employees need, want, or will settle for. Paternalism will always lurk near the surface—and it may even show itself when its subconscious patrons are urged to adopt behaviour patterns superficially calling for their interventions on behalf of employees. I say “superficially,” for in fact the continuing supervision of job enrichment requires the participation of the employee, perhaps through his organization, in the effective motivatory distribution of tasks. Furthermore, an employee who worked at a high level of satisfaction owing to the presence in his work of such things as achievement, recognition and responsibility, may not take as much notice of his working conditions as a dissatisfied worker, but he will the more strongly demand an input into the continuance of his source of satisfaction. **He will expect partnership, not paternalism.** If Public Service employers are prepared to grant this, they will be better placed to use their employees for the public good.

(H. J. Harker is a Research Officer with the Professional Institute of the Public Service of Canada. Harker worked as a public servant in New Zealand before entering Liverpool University in 1964. He later obtained an M.A. degree from Dalhousie University, Halifax. His thesis was titled “Professionalism and Public Service.” He then served for two years as a research associate in the Institute of Local Government Studies, Birmingham University. The opinions expressed in the foregoing article are those of the author alone and do not necessarily reflect the views or policies of the Canada Department of Labour.)



## The search for an industrial strategy

An industrial strategy flexible enough to adapt rapidly to the ever-changing forces of the times in which we live, and requiring the close collaboration of governments, management, labour and experts in economics, business, industrial relations and related fields emerged as the No. 1 priority at the 101st annual meeting of the Canadian Manufacturers' Association.

Held at Edmonton in June, the convention adopted "the new realities" as its theme; but though the realities on the agenda ran the gamut from manpower and resources, through trade policies to managing priorities, the subject of industrial strategy captured the spotlight. Explicitly and implicitly, and in a variety of guises, it emerged with coincidental regularity from addresses by the CMA's immediate past president, Gérard Filion, other top Canadian businessmen, and the federal Minister of Industry, Trade and Commerce, Jean-Luc Pepin.

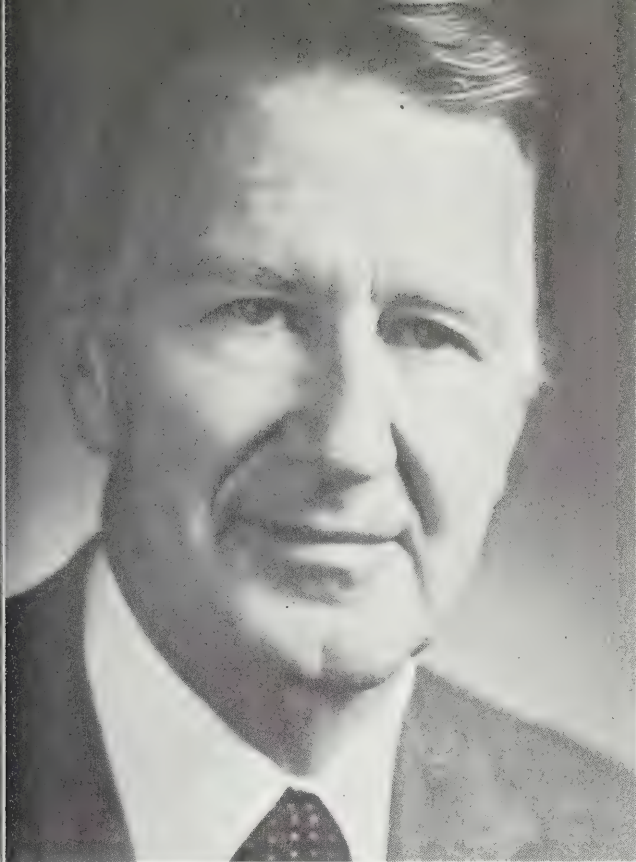
Some of the more thought-provoking addresses had the inevitable effect on panel discussions and audience participation from the roughly 500 delegates, and it was during these periods of activity that the industrial strategy concept was examined and debated more closely than any other.

As Pepin wittily observed, he wouldn't want anyone to get the idea that Canada had been operating without an industrial strategy. We have always had one, he insisted. But what we are looking for now is "a better one than the one we have at present." The full texts of the speeches presented at the convention were published in the July issue of **Industrial Canada**.

Daniel Sprague, President of James B. Carter Ltd., Winnipeg, a company specializing in heating and cooling equipment, is the new President of the Canadian Manufacturers' Association. John Whitelaw, former executive vice-president and general manager of the CMA has been made a CMA Vice-President. Whitelaw held his former positions since 1953. Replacing Whitelaw is William Frechette, the former general secretary of the CMA. He has been with the CMA since 1946.

### Gérard Filion

Gérard Filion, 1971-72 president of the Canadian Manufacturers' Association, **commended the federal Government's latest budget for "making a really worthwhile reduction in the federal tax load of the manufacturing industry."** In his presidential address to the Association, Filion enumerated four ways that the tax cuts are bene-



Daniel Sprague

ficial: First, the cuts give recognition to the manufacturing industry's crucial role in generating new job opportunities; second, they admit the essential fact that costs of production in Canada are significantly higher than those of our industrial competitors—and that an excessive tax burden has contributed in a large way to this situation; third, the tax cuts present Canadian manufacturers with a real chance to compete at home and abroad, plus a leeway on prices not previously enjoyed that opens new opportunities to expand domestic and export sales; and fourth, the concessions demonstrate Ottawa's belief that temporary, makeshift jobs in the public sector are no substitute for the many new and permanent jobs industry provides when the economic climate is attractive.

Filion commended Finance Minister John Turner's budget as "contributing to the fight against inflation and to our own efforts to hold the price line." He cited the budget as a challenge by Turner for manufacturers to "demonstrate that substantial corporate tax relief really is the way to gain faster economic growth through stepped-up investment, more production, and more jobs. Industry will definitely rise to the challenge of the budget," Filion predicted.

He expressed hopes that neither contradictory government policies nor excessive labour union demands would dilute the expansionary provisions allowed for in the budget. He stated that CMA presidents had repeatedly pleaded for restraint on demands placed by organized labour. When these were ignored, rising inflation and severe unemployment resulted from either the measures necessary to deal with the inflation or to the competitive disadvantage inflicted on Canadian producers, according to Filion.

He criticized unions for demands unrelated to productivity, then commented on the behavior of certain segments of the labour movement. "To flirt with anarchy, as some union leaders have done in Canada in recent months, is not only to betray the interests of their own members and, by scaring off investment, promote unemployment and hardship, but to underscore the central truth that tyranny and terrorism, violence and lawlessness, are not any less evil or any less tolerable because they wear a union badge."

Filion urged withdrawal of the right to strike for public service employees, noting that Québec has put limitations on these workers for the next two years and Ontario has banned such strikes altogether. He believes

William Frechette





that it is possible for governments to devise a fair grievance and arbitration system that would make strikes unnecessary. "Everyone would support such an alternative as infinitely preferable to the present license, permitting interruptions of the mails, transportation and other services as it does."

Commenting on current federal legislation, Filion voiced the dismay of manufacturers that Canada Labour Code amendments contained in Bill C-253 fall short of what is required. Despite alterations made to date in the second version of the bill, manufacturers still react adversely to provisions for technological change contained in the bill. The Association fears that inadequacies in the federal legislation may be copied and included in upcoming provincial bills. Bill C-183, according to Filion, will do nothing for the vast majority of the Canadian workforce. Employers believe, he says, that provisions to assist redundant employees should be part of normal negotiations instead of being regulated by legislation. The Association would like to see the bill modified before it becomes law.

Regarding foreign ownership of industry in Canada, Filion urged "a positive approach to the problem through national policies that will actively encourage the broadest possible Canadian ownership of new and growing industries, plus giving Canadian owners less reason to sell their equity." He spoke against those who would impose strict rules for Canadian ownership without considering two questions: What price should Canadians be willing to pay in lost jobs and lower living standards in return for the kind of hardline legislation they want? and Whose jobs and living standards do they mean to sacrifice on the altar of nationalism?

#### William May

"In a wave of disillusionment that engulfs our continent, all too many of our articulate critics hold industry responsible for the entire galaxy of social ills," according to William F. May, Chairman and President of the American Can Company. Noting that many institutions in American society such as education, the church, government, labour unions, the press, and even the family are losing public esteem and confidence, May said, "I think Canada may well learn from the mistakes made in the United States. Through a combination of circumstances, legislation, and even education, the United States has become dangerously polarized. We are an increasingly adversary society, even when our interests are not antagonistic but deeply interwoven. **Labour and management, as an example, rise together when the economy is strong and expanding—or fall together when**

**it is stagnant and unproductive. Yet labour relations in the United States has come to mean only labour negotiations, conducted with complete imbalance of power, in an atmosphere of mutual hostility.** Productivity, the essence of business responsibility, has become a dubious concept."

He went on to outline some of the areas where confrontation threatens to replace co-operation. In the field of labour-management relations, **May predicted that greater consultation will be needed between management and labour in job designs so that both labour and management personnel may derive satisfaction from their work.** Consumerism has also developed into deadlock to a distressing degree, he said. Despite strident accusations by spokesmen of consumerism that are difficult to respond to, May urged industry to "be sensitive to new voices" and to continue efforts to "make its case before the court of public opinion." He predicted that, with the combined efforts of labour, management and governments, the new industry of recycling solid wastes could be "the breakthrough industry of the next generation." Lastly, he called for responsible stockholder action rather than confrontation in guiding the course of industry toward "desirable social goals."

In conclusion, May asserted that industry is capable of helping to reach certain social goals if it makes proper use of its energy and flexibility. He warned that, often in the past, pressure groups have pushed government into responsibilities without considering the long-range results of such takeovers. For industry to retain any public confidence, care must be taken in future that business is not forced to assume responsibilities it is not equipped to handle.

#### V. O. Marquez

"Canadians are beginning to fear that we may have unwittingly exposed ourselves to the risk of being unable to respond quickly to new economic changes arising from conditions beyond Canadian control." According to V. O. Marquez, Chairman of the Board of Northern Electric Company Limited, the "abnormally dependent" nature of Canada's manufacturing segment must be of concern to all Canadians. He noted, though, that "it is doubtful if foreign financial control alone of corporations operating in Canada is as significant a reason for concern as the parallel and associated widespread reliance on foreign innovation and entrepreneurship."

**The fault is not in the mere presence of foreign technology, he said, but in the absence of a broad enough base of original Canadian technology.**

Currently, Canadian manufacturers have only two choices—total dependence on foreign-generated innovation (and this has been the general rule), or interdependence in which a continuing flow of domestically originating innovation is blended with foreign-developed innovation. Manufacturers have attributed both forms of dependence to the small size and special geographical nature of the Canadian market. Both explanations, Marquez thinks, are unconvincing because smaller countries than Canada have successfully established domestically owned industries and excellent original technology in selected fields.

Marquez cited Northern Electric as an example of a company that came to rely on American technology in the telephone industry rather than invest in developing its own equipment—a decision typical of many Canadian companies. In 1956 a ruling by the United States Department of Justice stopped the flow of technology

from Western Electric, a U.S. firm, to Northern Electric. This decision caught Northern without any design capability of its own and without personnel to work on product development. In the years since 1956, Northern has been hard pressed to develop and maintain skills for which it had previously relied on Western Electric.

Northern's success before 1956, says Marquez, "concealed a precarious and vulnerable foundation. Environmental conditions change, often with little warning, and the fact remains that many Canadian corporations, especially those in science-based industries, are still ill-equipped to face the pressures of severe competition because they have not been conditioned to develop appropriate responses to a demanding environment."

Noting that Canadian companies innovate and adapt only when forced by changes beyond their control to do so, Marquez asserted that he can see "no sign yet of reliable evidence supporting the view that the needed responses can be artificially induced by incentives." Instead, he sees Canadian manufacturers reacting only to "small catastrophes." In the end such events may be





blessings in disguise because Canadian industries are forced to innovate and develop in new directions for the mere sake of survival.

Multinational corporations may not be as damaging to nations as some people view them, Marquez stated. "The inevitable future proliferation of multinational corporations will teach national governments that the economic climate they legislate within their borders must be at least as attractive as it is in most other countries or they will fail to attract their fair share of corporate investment—domestic or foreign." The answer is not to discourage foreign investment merely because there is too much of it, for that could probably discourage domestic investment at the same time, he said. **Rather, a course must be chosen that will develop skills and attitudes in Canadian industry without diminishing Canada's attractiveness to the foreign investor.**

#### H. A. Hampson

Inflation is a universal problem, says Anthony Hampson, Chairman of the Canada Development Corporation, and there is reason for concern; but governments seem to lack the will to come to grips with the problem. In certain European countries and in Britain, inflation is at the rate of about 10 per cent a year, having previously been at the same rate as it is in Canada. "A continuing process of 10 per cent inflation would raise very broad questions about the social and political stability of western society," he said. "It would mean that **for an average person, the purchasing power of a dollar would decline at his death to less than 1/1000th of what it was at his birth.**"

If Canadians want to get more of the economy under Canadian control, they have to have the chance to save more. **"The present taxation system has somewhat of a bias against personal saving, especially in an inflationary period when people move up into higher brackets without getting any real increase in purchasing power."** Capital by itself was not a sufficient condition for growth, Hampson said. Despite our high investment rate, Canada has not had particularly outstanding growth. **"This reflects the fact that capital has not always been wisely used nor properly combined with other factors of production, including labour, and—perhaps more importantly—with management skills and innovation."** Indeed, if there is a single important factor in economic growth, I would say that it is innovative entrepreneurship. **A bureaucratic structure and attitude, whether in the private sector or in government, is the enemy of innovation and thus the enemy of really sound economic growth."**



H. Anthony Hampson

Corporations and government are going to have to find a more flexible, creative and decentralized way of operating if Canadians are to cope with the challenging and rapidly changing world. "And the stakes are big: a \$100 billion economy that grows at 5½ per cent in real terms for 18 years becomes \$262 billion. If it grows at 8 per cent, however, it becomes \$400 billion in the same period of time—more than 50 per cent larger in real terms, and thus much better able to offer both social services and private goods to its population."

Resource and manufacturing investment were complementary, not competitive, he stated. "We shall need the high incomes, the energy and raw material resources,

and the many technical and service skills that the resource industries bring to us, if we are to have a solidly-based manufacturing industry in Canada."

High investment and savings are not necessarily associated with any particular level of exchange rates. "It is manifest nonsense to indicate that flows of non-resident capital for large resource projects would necessarily push the exchange rate up to undesirable levels. Much would depend on what was happening to incomes in Canada, to imports associated with the growth of those incomes and with the project itself, and to a host of other factors involving the whole process of economic development." The same is true of the belief that high capital investment levels would necessarily result in a depressed Canadian exchange rate because of the need to service the foreign capital involved. "In any event, some foreign capital is going to be required in the years ahead, especially when it brings with it access to markets, technical expertise, and other factors." A much tougher-minded attitude is needed to make better use of our capital resources. **"Innovation is the key that will unlock our future potential;** old habits, bureaucratic structures, and wasteful use of ever scarcer capital must not be tolerated if we truly wish to become the great nation we are capable of being."

#### J. H. Stevens

Canada must acknowledge the present condition of world trade and revamp its policies to meet new realities, according to J. H. Stevens, Chairman of the CMA's Export Committee and President of Canada Wire & Cable Company Limited. The era of "unparalleled expansion" in world trade ended last August 15 with President Nixon's announcement of measures to protect the U.S. economy, said Stevens. He predicted a new era of trade dominated by powerful blocs that would carry on most of the world's commerce. In this light, Stevens said, Canadians must "be adaptable to change and keep an open mind on all trading options open to them, while still fostering trade with the United States." He recommended increased Canadian concentration on trade with developing countries. "The Canadian Government should foster this activity by providing tax legislation encouraging Canadians to take advantage of tax incentives in developing nations," he said.

To build a broader tax base, Stevens noted, **"Canada must promote research, development and the creation of special technology. She must encourage investment overseas to broaden the technological base that will strengthen its markets."** For her own protection in world trade, Canada must also "encourage the correct mix of primary and secondary industries according to a cohesive policy."

"Within Canada," said Stevens, "Canadian governments must reduce their priorities on spending and redistributing wealth. Governments must give much more emphasis and priority to fostering an environment that creates wealth. To do this, business must be allowed to operate profitably so that investment in new plant and equipment is encouraged. Given this type of environment, industry will create the new jobs required and become increasingly competitive." He noted with pleasure that "recent statements by Prime Minister Trudeau and Trade and Industry Minister Pepin indicate that this Government has made a start to develop a suitable, cohesive, industrial strategy for Canada."

#### J. K. Jamieson

International business and positive nationalism have a common interest and can work effectively together toward mutual benefits, J. K. Jamieson, Chairman of the board of Standard Oil Company (New Jersey), told the convention. "One party does not have to lose for the other to win—all can win," he said. Jamieson discussed the relationship between nationalism and the multinational company in addressing the annual meeting. He referred to his own company as multinational and cited several examples in Jersey Standard's experience that illustrated the possibility of mutually beneficial relations between such a firm and the countries in which it operates.

Jamieson, a native Canadian, is now a U.S. citizen. As such, he recognizes that nationalism is a binding force in any country. "As I see it, **the rational pursuit of national interest is the road to more widespread prosperity,**" he said. **"Therefore, I am not alarmed at positive nationalism that encourages trade that is mutually helpful to a nation and a corporation.** I am, however, disturbed by emotional demands for negative nationalism, whose effect is to reduce commercial contact among nations."

Turning to Canada-U.S. relations, he recognized the concern felt by some Canadians over the position of Canada in this relationship. He listed as some of those concerns the feeling that: Canadian foreign trade should serve Canadian interests; incoming foreign capital should not work against those interests; Canada should preserve freedom to export its capital; and that Canadian interests be served in the development of Canada's national resources. "To me, each of these concerns is completely natural and a sign of positive na-





A. J. R. Smith

tionalism," Mr. Jamieson said. "I am convinced that the interest of international business converges with such national interests when they are expressed with a long view that recognizes that other nations have corresponding aims."

He added that, at times, important groups in every country are attracted by the concept of "back-peddalling out of the world economy" and mentioned the Burke-Hartke Bill in the U.S. Congress as an example. He said the Bill would seriously cripple U.S. foreign investment and reduce U.S. imports.

"My company and many others have mounted vigorous presentations of the case for international trade and investment," he said, in commenting on the Bill. In this connection, he expressed the strong hope that current Canada-U.S. trade discussions would succeed in maintaining the benefits derived from some \$23 billion of

trade between the two countries each year. Jamieson emphasized the need for free capital flow among nations, pointing out that a concomitant requirement on the part of multinational companies is to conform to the needs of the countries where they operate. He said that his own company follows a policy of seeking national personnel to manage its business abroad and told of mutually beneficial results. Imperial Oil, Standard's Canadian affiliate, has access to the parent company's worldwide information and scientific research. Canadians who began with Imperial have received assignments in many parts of the world. On a personal note, he pointed out that his executive assistants in recent years have been Canadian, German, British and Belgian nationals.

"I have used some examples from my own experience to illustrate my conviction that a multinational corporation can bring real benefits to any country in which it operates," he said. "For this reason, I know that international business and positive nationalism can work together. **In relationships between nations and international companies, one party does not have to lose for the other to win. All can win.**"

#### A. J. R. Smith

It is a reality of the modern world that many resource-poor countries of the world have had the fastest rates of real economic growth during the 1960s. A. J. R. Smith, Chairman of the Conference Board in Canada told the convention. Smith is the former chairman of the Economic Council of Canada. Dr. Smith thus sees natural resources playing a diminishing role in Canada's present and future development.

**Powerful forces, he said, have been working to reduce the relative size and importance of the resource industries on a worldwide basis**—forces including those that are shifting resources into the service industries and those leading to savings in production processes by synthetic materials, miniaturization of products and curtailment of waste in the use of materials. Other realities of the modern world are that most of the frontiers of economic development are now located in our cities and that resource industries are accounting for a declining share of total Canadian employment. An even faster decline in the resource industries would have occurred in Canada if there hadn't been relatively high productivity in some of these industries and if there hadn't been strong government policies to promote some of these resource-based industries.

Smith concludes that the existence of rich natural resources is not the key to economic development. "Rather, labour, capital and technology are the vital contributing factors to efficient and effective resource development activities." But even capital "will not be the predominant source of economic growth in the 1970s," Smith asserted.

The area where greater emphasis is being placed is on manpower—the quantity and the quality of human resources. But with this increased emphasis, he outlined five cautionary points: **learning by doing may be as important as formal educational training; not the acquisition but the application of knowledge is important; intellectual capital may be no more important than physical capital as a basis for a country's economic process; there is a growing need for good communications between those who have increasingly specialized knowledge and skills and those who have decision-making responsibilities; and much needs to be done to develop better systems of information and management to support more effective manpower development and deployment.**

#### Jean-Luc Pepin

Federal Minister of Industry, Trade and Commerce Jean-Luc Pepin pledged the efforts of himself and his Department toward producing "an industrial strategy for Canada that is better than the one we have at present." In his address to the CMA conference, Pepin first outlined the problems in formulating a government strategy for industry, then described policies and plans that his Department is undertaking. Defining strategy as "an ensemble of co-ordinated objectives and instruments," he noted that **an effective industrial strategy by government means proper planning for the optimum co-ordination of policies and decisions in order to achieve defined (and accepted) social and economic goals.** This strategy must embrace all sectors of economic activity from resources to services, but must emphasize manufacturing and processing.

Pointing to some of the problems hampering development of an industrial strategy, Pepin described Canada as a "divided command" in which important decisions are made by consumers, entrepreneurs, investors and levels of government. Because each group has its own interest in the strategy, it is very difficult for governments to determine "how much government involvement is desirable in industrial activity."

Pepin listed four ways that government could become involved: indicative target setting, selective support by government for "key" industries, joint ventures with the private sector, and government ownership of means of production. All of these have been tried, he said, and "experience shows that more government intervention does not necessarily lead to better economic performance, unless it can count on the support and co-operation of the majority of the population—as possibly in Japan." He noted that "most Canadians, though, are not prepared to accept a very high degree of 'dirigisme,' at least in time of peace." This, plus the fact that the federal Government has only limited jurisdiction and powers under the constitution, prevents implementation of an overall plan by the federal Government alone. Co-operation and compromise is needed in formulating any industrial strategy, Pepin declared.

An important consideration in any strategy position will have to be the "prevailing climate," accommodating such factors as the philosophy of the majority, the psychology and "culture" of the population, and the whole political, social and economic conjuncture. This is necessary because the situation keeps changing, the strategy both moving it and being moved by it. Trade-offs are necessary between national and economic objectives to best satisfy the greatest possible number of people. He cited the recent federal budget as an example of strategy designed to help the majority, yet still leaving room for criticism from smaller divisions within the population.

Pepin traced the history of Canada's industrial policy from the early days of natural resource production and minimum restraint on foreign ownership and control up to the present situation. He pointed to several "new realities" that must be dealt with in any strategy adopted. Among them are **the need for 2.5 million new jobs in Canada during the 1970s, accelerated technological advances, increasing labour-management confrontation, intractable inflation, change in attitudes toward work, growing market sophistication, multinational corporations, fragmentation of the Canadian market, and the contradiction of freer international trade combined with the formation of powerful trading blocs.**

Efforts to adjust Canadian industrial strategy should be guided by objectives set down by the Economic Council of Canada, Pepin said. First, a business environment must be set up to give at least equal opportunity to Canadian companies in relation to foreign competitors. Second, new and improved products that will sell internationally must be produced. Third, more efficient





Jean-Luc Pepin

manufacturing and processing must be used to compete with foreign producers in selected fields. Fourth, Canada must gain better access to foreign markets, as well as pursuing more aggressively those available now. Fifth, output growth must be concentrated on the higher-than-average productivity industries and companies.

Commenting on government's role in the field of industrial strategy, Pepin described the structure as "probably adequate" but added that "the working of it could certainly be improved." He called for greater co-operation and communication between the different levels of government, pointing to the first meeting of industry and commerce ministers held recently as a step in the right direction. Between government and business, he hopes for improvements: ministerial advisory councils; better formal representations to cabinet; relatively easy access to ministers and officials; inclusion of business-

men in "ministerial missions"; consultation on international trade negotiations; and the exchange of personnel, white papers and first readings of Bills to allow discussions. Finally, Pepin urged the CMA to give thought to methods of resolving industry-government problems, following the examples of Germany, Japan, and France.

#### Alfred Powis

The primary objective of any Canadian industrial strategy, said Noranda Mines President Alfred Powis, is the development of meaningful job opportunities. Powis challenged the CMA to respond to Trade Minister Pepin's call for recommendations on an industrial strategy with constructive and well-thought-out contributions. If not, "we will have only ourselves to blame if we do not like the results. More than that, we will have abdicated a responsibility for helping to produce a better Canada."

**Powis expressed his fears that the manufacturing and processing industries are being favoured at the expense of resource development.** It is misleading to isolate direct employment created by primary industries from the secondary effect that they have on employment throughout the economy. "Mining is one industry that is frequently presented as an example of a low-employment, capital-intensive resource industry. It is true that mining directly employs only 4 per cent of Canada's workforce. This figure ignores, however, the extremely important secondary effects of the industry's requirements for purchased products and services for its operations. Moreover, critics of the high-capital intensity of the industry ignore the enormous impact of these capital expenditures on the rest of the economy. Altogether it is estimated by government sources that 20 per cent of Canada's labour force depends directly on the operations and capital expenditures of the mining industry."

Resource capital is international, Powis pointed out, and it tends to stay in its own field. If investment in Canadian resources is discouraged, this capital will move into resource development elsewhere and not into domestic manufacturing or services. "The case for deferring or reducing the development of our resources is dangerous." We need a stronger and larger manufacturing base and expanded services if we are to develop the new job opportunities and the increased productivity that are urgently needed. "But in the process of working toward those objectives, is it necessary to exclude from new incentive programs the primary industries that have stimulated the development of a variety of manufacturing and service industries?"

## Book reviews

**Collective Bargaining for University Faculty in Canada,** by B. L. Adell and D. D. Carter, Industrial Relations Centre, Queen's University, Kingston, Ontario; 94 pages.

Collective bargaining for university faculty may well be the most important development in Canadian universities during the next decade, according to authors Adell and Carter. Dealing in a two-part book with the causal and effect factors of collective bargaining, they envisage a two-tier system of bargaining whereby the upper tier consists of negotiations with the provincial governments and their agencies, while the lower tier combines an association of universities with a federation of faculty associations. The authors, through a survey of respondents at Canadian universities, feel that strike action would be inconsistent with "an academic's commitment to reason and argument." Instead, it is concluded that a form of compulsory arbitration might be acceptable if free agreement proved impossible. The authors urge a form of "all or nothing" arbitration whereby the final offer of one party must be accepted in toto by the arbitrator, though they concede that this conclusion might not meet approval by all parties.

**The Treatment of Seasonal Unemployment Under Unemployment Insurance,** Merrill G. Murray, The W. E. Upjohn Institute, Kalamazoo, Michigan, 84 pages, \$1.25.

Unemployment insurance clauses regarding seasonal unemployment need to be revised in order to give a just distribution. This is the finding of the Upjohn Institute research group after circulating a questionnaire to employment agencies in several American states, and though this is an American study, its results may also be relevant to the Canadian workforce. The questionnaires were sent both to states that do and states that do not have allowances in their unemployment insurance programs for seasonally unemployed workers.

One problem examined is that of equitable payments into insurance programs for the unemployed by both seasonal and year-round industries so that seasonal industries are forced to take a proportionate tax load to

support people whom they displace. The study deals also with an analysis of workers unemployed because they work seasonal industries, and the proportion of these people who seek other work.

The report concludes with a four-point program to make state programs more equitable and efficient: eliminate provisions that restrict benefit rights of workers in seasonal industries. A 20-week qualifying requirement for benefits should be provided in state laws. This would screen out casual workers who enter the workforce for a limited time only, provide a clear definition of seasonal workers and their availability for work during the time they are receiving benefits, and establish tax redistribution so that highly seasonal employers pay more of their share of the benefit burden.

**Continuing Education as a National Capital Investment,** by Herbert E. Striner, The W. E. Upjohn Institute, Kalamazoo, Michigan, 118 pages, \$1.25.

Continued progress in a modern industrial state depends on the presence of a workforce educated to meet the changing needs of that country. Striner notes the complacency of the United States in accepting a minimal unemployment rate of 4 per cent, whereas several European countries have managed to attain far lower rates.

Choosing Denmark, France and West Germany as examples, he shows how a systematic re-education of unemployed workers can result in lower unemployment. In these three countries, programs have been set up to provide for re-education of workers who are probably unemployable and likely to remain so. The programs include payment for workers while they undergo retraining, and provision of government-run institutes for teaching new skills. Each country's program has a slightly different goal. The Danish plan aims at giving personal involvement and work satisfaction to the aging blue-collar worker who is in a dying profession. The French scheme hopes to provide a technically skilled workforce ready to deal with newly introduced industrial techniques. The German efforts center around maximizing the potential of each worker so that he is working capably at a challenging job.

After surveying the three European plans, Striner lists seven steps to be taken in redirecting efforts toward full employment in the U.S. workforce, among which are enactment of legislation to allow workers to take an education-training program, provision of a National Economic Security Fund to finance this program, and setting up a federal Bureau of Continuing Training to administer retraining.



# Adapting to change

In a rapidly changing society such as ours, the pace and frequency of change cannot help but provoke, periodically, a re-examination of fundamental objectives. But there is more to it—man himself is both the cause and the victim of change. The response of man individually, and collectively as well, is a series of reactions the mechanism of which, now known, is being constantly studied in the hope that an ideal solution will finally be found to the many complex and inevitable problems raised by any acceptance of change.

In a recent article titled "Gestion du personnel, la révolution n'a pas eu lieu" ("Personnel Management, The Revolution hasn't Taken Place") (*The Canadian Personnel Journal*, March 1972), Jean Grenier, a personnel management advisor for 25 years and a professor at the Ecole des Hautes Etudes Commerciales de Montreal, reviews the main theories of the human behavioral sciences that in recent years have inspired a hope for a revolution in managerial styles and in management training and development.

He mentions, for example, Robert Blake's and Jane Moutin's Grid Theory, McGregor's X and Y theories, Likert's organization theory and Herzberg's research on motivation; they all demonstrate the advantages of teamwork and participation. They instruct us in an individual's motivation mechanisms and how these can be

tied in with the goals of an enterprise. They are useful in helping us fix objectives and in training management personnel. They show us how to overcome resistance to change and enable us to analyse and evaluate both the managerial style and culture of an organization.

Such theories (and there are many others: Reddin, Scott-Myers, Rogers, and so on) have aroused a great deal of enthusiasm and awakened high hopes. But after allowing for the favour such theories have enjoyed, the author of that article can't help pronouncing a bitter judgment on the restricted scope and limited effectiveness of their application.

On the one hand, Grenier cites as a limiting factor the cost alone of implementing any one or more of these theories. He notes that these theories are used to train administrative personnel when business is booming. At the slightest recession, however, if profits tend to drop, these activities are among the first to be dropped. **The author claims that this is so because we do not really believe that the behaviour of individuals themselves can be changed.** He suggests that an alternative might be to place the emphasis on the job itself. In this way it would be easier, through a direct experiment, to examine the results and check changes in behaviour, no longer from an individual aspect but from the standpoint of change and socio-technical development.



The author concludes that we must bear in mind that, if the behavioral sciences are valid, the practical result of their application is the product of a slow evolution. Their value should not be disregarded; rather, any activity in this field should be viewed in relation to a long-term objective.

In a recent prospectus, the Centre de Formation et de Consultation (Training and Consultation Centre) of Quebec, a private non-profit organization that has been operating for about 10 years in this particular field of administrative personnel training and organizational development, explains how, after testing various operating formulas, it ended up separating administrative personnel training as a starting activity from organizational development whose in-depth aim is to co-ordinate innovations and reorganize enterprises. The prospectus states that **the theories in the behavioral sciences judge the soundness and efficiency of an organization by its ability to adapt to the requirements of an ever-changing environment.** One or more aspects—objectives pursued, philosophy of management, distribution of work, authority and so forth—must be periodically reviewed and re-examined. An enterprise that commits itself to this kind of process while continuing to pursue specific objectives, develops within itself a capacity for self-renewal and innovation.

The prospectus proposes also that CFC counsellors lend their help at two stages: first, at the training stage when knowledge is being acquired and then when a new managerial style is being adopted within the organization. It particularly states that the counsellors' main concern will therefore be with the development of the participants' skills and the setting up of mechanisms that will help the organization to acquire a new capacity for diagnosing and solving its problems by itself. But it is further stated that such a program cannot be operated unless satisfactory attention is paid to each of the following points: active participation of senior management; full and complete responsibility for the program in the hands of the line managers; re-examination of the organization's present situation; a favourable climate within the organization; availability of resources; and, for a period that may extend from three to five years, sustained efforts along the desired lines.

It is relatively easy to see the concern for the training and development of human resources and how it affects all sectors of human activity. There is concern for the employee's development, his occupational training, his access to the most recent discoveries, and his reaction to various questions of discipline. Every means is being used to keep employee morale as high as possible, and compatible with the most demanding standards of per-



formance and efficiency. It is readily understood that such an effort is both widely dispersed and highly individualized—made-to-measure according to the needs of the groups, businesses and associations requiring it.

If, for the purposes of this study, we attempted to estimate the number of agencies, individuals, and businesses interested in this type of activity, it would be impossible to list them. This was, in fact, the conclusion the Canadian Institute for Adult Education had to come to when, after its 1971 general meeting, it undertook, at its members' request, to draw up a directory on personnel training in business, one of the priorities of its 1971-72 program of activities. A questionnaire was sent to all institutions, businesses or individuals that either directly or through movements, institutions or universities offer training programs. By late 1971, most of the questionnaires had been returned and completed, supplying interesting information on a wide range of available programs and resources. This was limited exclusively to Quebec; it will possibly be supplemented by a directory of similar organizations in English-speaking Canada and even in the United States.

The CIAE directory will be widely distributed among all those interested in administrative staff training, personal development and personnel management in both private and public enterprise. By pooling available resources, it wants to make all useful and relevant information available to as many people as possible.

### Hydro Québec

In big business, because of the relative size of the amounts invested and the number of persons involved in the various programs, there is a definite effort to keep up with highly advanced new theories in development and training. **At Hydro Québec, in the training and development service of the personnel branch, personnel are provided with both the fullest information possible and the most advanced methods for assimilating it.** In addition to technical courses, necessary in a public utilities company, the training and development service endeavours to assist its administrative staff in co-ordinating managerial attitude and styles, employee motivation, performance and efficiency.

One series of courses in particular is based on the work of Professor Gilles Auclair of the Ecole des Hautes Etudes Commerciales de Montreal. This course attempts





to establish an atmosphere of confidence between individuals and groups in order to stimulate co-operation and solve differences through negotiation at the various levels of responsibility, rather than through suppression and arbitration. Andre Pilon, Chief of Training and Development, said that the program, inaugurated in 1967, is to be gradually extended to all levels of the company, from the very top echelons of senior management down to those responsible for production efficiency and performance. The courses are given at the Val-Morin Training Centre to groups of not more than 15 persons at a rate of about 300 to 500 persons a year. It will take from five to eight years before all the administrative personnel have been exposed to these courses.

"If we have the full support and blessing of Hydro Québec's senior management regarding our teaching," Pilon said, "the fact nonetheless remains that new methods and procedures in the company are treated with caution. This is undoubtedly due more to the complexity of the company's ever-changing operational machinery than to a lack of effort and drive on the part of individuals."

Data of this kind are not readily measurable; it is difficult to make an empirical evaluation at Hydro Québec. As in many other businesses where training and development are employed, it is relatively easy to conduct the work and measure the results at the very top administrative echelons and even at the middle-management level, but it becomes less so with persons on the lower or first levels of command. He explained that this was undoubtedly due to the fact that at this level they have little or no practical experience in management and administration, and therefore these persons are naturally more mistrustful, more hostile and less inclined to accept change in any form.

Encountering resistance to the theories advanced by its experts, the Ford company, for example, proposed a series of familiarization courses (union relations, social and other benefits) for its employees; these courses gradually led to and paved the way for a climate of more favourable exchanges mutually advantageous to both parties. "For this reason," added Pilon, "at Hydro Québec we prefer to admit to our development courses, administrative personnel who have already become







somewhat accustomed to their role, rather than persons newly appointed to their positions. We impose no restrictions, however, as to age, education or salary of the persons concerned."

### Public Service of Canada

Adapting administrative staff and managers to this new concept of management training appears to be a relatively new concern of the Public Service Commission of Canada. In the **Report of the Royal Commission on Government Organization** (The Glassco Commission) published in 1962, appeared this eloquent testimony: "The knowledge being made available to managers today by social scientists and the increasing body of experi-

ence in commerce and industry have scarcely been tapped." Nevertheless, relatively new as it may be, this experiment on the part of the Public Service, because of its vastness and variety, is regarded today as one of the most advanced and comprehensive in Canada.

Before the Glassco Commission Report and the Heeney Report before it (December 1958) on personnel administration in the Public Service, there were, of course, reports on the work of researchers and their findings; but in public administration, emphasis had been placed mainly on efficiency procedures and methods. For example, the rules for efficient management had been codified with a great deal of authority—individual resources and any latitude for individual good judgment being almost systematically overlooked. Who can forget the 35 volumes of procedures in force at the Unemployment Insurance Commission alone, which allowed the staff no—or very little—opportunity for initiative and which, with an immense array of explanations, provided for every imaginable case possible? It must be added that this had contributed to caricaturing the public service as a fossilized institution.

With reference to different managerial styles, the '50s had ushered in the criteria of the Golden Rule as propounded by the celebrated Dale Carnegie; the effectiveness and techniques of manipulation were no longer being ignored. After the Glassco Commission Report, and especially after Prime Minister Trudeau came to power, the concept and application of new management principles became increasingly apparent, calling on various participation and consultation processes. There was a growing contribution by Parliamentary Committees. Legislative texts were no longer being couched in detailed descriptions of duties, but tended to give the manager leeway in the exercise of his managerial duties. Seven or eight years later, in response to the Glassco Commission's wish that personnel be acquainted with the goals, problems and achievements of departments and services, it was decided to implement the Planning, Programming and Budgetary System (PPBS), respecting financial programs, and Management by Objectives (MBO), respecting personnel management programs.

First introduced on an experimental basis in the wake of other experiments attempted elsewhere without too much planning, these two systems have received, since 1971, extended official approval by Treasury Board, which slowly and systematically had them become identified with the programs of all federal departments and agencies. Even more, because of the influence of new ideas in the field of management, it seems that the transferring from one discipline to another of principles and rules that have successfully stood the test elsewhere is now considered valid practice. The concept in management is adding a new dimension to the often commonplace realities of administrative operations; **it excites the imagination, stimulates initiative and opens the door for the very best in consultation and participation.**

Adapting to the circumstances of the times must be the prime preoccupation of a government and its Public Service. In a speech he delivered recently before the press in Toronto, Prime Minister Trudeau asserted this preoccupation. "To bridge the gap between tradition and heresy is a formidable undertaking whose success may perhaps serve as one of its criteria for judging governments. Maybe it is just as dangerous to forget its point of departure as it is to proceed without the tools to perfect it. The Government's role is all the more difficult because it must be both one of the agents of change and the protector of the past and the present."

In terms of co-ordination and training and development programs, the Public Service makes many courses available to its employees, which are offered at its Training Centre, Place de Ville in Ottawa, or at one of its various regional centres located at Touraine, Kemptville and Carleton Place. In all, the Training and Development Branch of the Public Service Commission (not including the language courses that come under its bilingualism programs) offers 98 different courses, at least a third of which are available in French. Other courses in French are being drawn up and will eventually be added to the curriculum of forthcoming sessions.

Training and development as pursued by the Public Service Commission are essentially directed toward two objectives: **to enable public servants to achieve maximum efficiency through a better organization of work, which is the traditional approach to training, and to help them realize personally their full potential, an incentive for personal development through the group.** Constantly on the lookout for new formulas, the commission is also examining the scope and, indeed, the effectiveness of the



new formulas such as those of the Institut de suggestologie (research work conducted in Bulgaria) and the Alpha Dynamics of Motivation Research Inc., of Houston, Texas.

The Public Service Commission has set up a series of administrative personnel upgrading courses ranging from an introduction to public administration techniques to the development of managerial styles, based on the most advanced philosophical concepts of the hu-





man sciences. It also administers the Career Assignment Program (CAP) whose long-term aim is to ensure replacement of the upper ranks of senior management by candidates who, in the short term, have been recognized and deemed capable of assuming increasing responsibilities.

Although it is recognized that the Public Service Commission must receive senior management's full encouragement, that goes beyond a mere statement of principles, an affirmation such as the one made by the Economic Council of Canada in its **Eighth Annual Review, Design for Decision-Making**, brings to light a cer-

tain shortcoming. "Formal training of this relatively small and exceedingly busy group of people involves difficult problems. The people who would most benefit by further, and continuing training are the very ones who, by and large, do not have time for courses." This last problem however, is not unique or peculiar to the Public Service of Canada. In fact, this situation is inseparable, generally speaking, from the exercise of power and authority. As a corollary, and inversely, the persons most available and best suited to take training courses are not necessarily those who will be called upon to exercise authority and to implement the programs. They will not be required to adapt to change; they will be subjected to change in any event, and will of necessity have to adjust.

It follows, first of all, that in his daily activities, man interchanges but does not weaken, the same attitudes and the same preoccupations that constitute the regular habits of his various behavioral patterns. The reality of the changes to come is evident everywhere. It provokes shock, conflicts and various kinds of opposition in all areas. It calls forth every effort to adjust. And it is thus, in the last analysis, that development and progress come about. Everything passes, everything changes, everything is reshaped. Nothing is nor ever will be the same, except for the reality, the persistence, the very stability of change. To this ever-changing reality, man, whether individually or collectively, applies all the resources of his ingenuity, the power of his intelligence and the inventiveness of his imagination.

As we have just noted, man does not have only one answer to the reality of change, but a wide range of answers, so that we can speak of it as a multiplication, a host of different ideas, attitudes and behaviours. Furthermore, it is extremely interesting and instructive to note how carefully the systems and solutions proposed within the theory are adapted, ready made, to the groups and even individuals concerned, combining the efforts of one with the achievements of others.

We must recognize the fact that this concern for giving real and structured assistance to the managerial personnel of the administration, for example, seems in the final analysis to be a recent preoccupation in the business

world and in the different spheres of human activity. Conversely, if only the number of such responses and the many experiments are taken into account, it is certainly not easy to determine which of those experiments offers the best and most effective solution to all the problems and all the situations created by adaptation to change.

Laurent Belanger, professor with the Department of Industrial Relations of Laval University and one of the CFC's spokesmen in Québec, said that it is not a question of our being unable now to measure the effectiveness of each of these approaches or training methods, the more so that their number may, quantitatively, pose a problem; at the present time we have all the useful and necessary tools for doing so. There has not yet been any great attempt to evaluate, at least empirically, the performance and actual contribution of each of these measures.

The fact is that in terms of real impact on the work environment, it is in the testing that the effectiveness of the fine theories of the human sciences concerning adaptation to change will be recognized. In terms of actual change, adaptation to specific situations, acceptable modifications in behavioral patterns, therein would lie the contribution of those theories and the results of their influence.

**Only one conclusion can be drawn: the response to change does not lie in science or in business, but in man alone, as an individual.** This response is, and presumably always will be, up to him. It is in himself, in the inner depths of his living resources that man will always find the response to the changes confronting him.

In conclusion, it is interesting to reflect on this thought advanced by Walter J. Reddin, one of the foremost authorities on human behaviour. "To manage is first and foremost to be effective. A good administrator, a good manager must be effective; that is his sole concern, and thereby also is his administration measured."





# Labour facing greatest challenge

## Part 2

About 1,700 delegates attended the 9th Constitutional Convention of the Canadian Labour Congress in Ottawa during May. The first part of this report was published in the August issue of *The Labour Gazette*. The following are a number of resolutions passed at the convention:

Convention approval was given to a Social Security Committee proposal that severance or vacation pay should not disqualify unemployment insurance claimants from benefits. Further recommendations approved called for: reduction of the waiting period for unemployment insurance benefits to two weeks; payments to the UIC while drawing workmen's compensation; re-establishment of certain closed UIC offices; a contribution period of 20 weeks over three years for ex-offenders; and appointment of active unionists to UIC boards. Re-

garding health service programs, the convention asked governments to develop community health centres for preventive care, start a training program for paramedical personnel, and act on the recommendations of the Royal Commission on Health Services.

Another resolution called for a basic old age pension of \$150 monthly, reduced eligibility for full pension from 65 to 60 years over a five-year period, an increased guaranteed income supplement to \$75 monthly, and a periodic review to adjust pensions to improvements in living standards. Unions were also urged to give organizational experience to the poor and aged to help solve some of the urgent problems of these groups.

A substitute resolution asking governments to raise the minimum wage to \$2.50 an hour was passed by the convention. The resolution also sought provision for escalation of the minimum wage in relation to rises in the Consumer Price Index. A resolution calling on the Canadian Labour Congress to "mount a campaign to urge all its affiliated organizations to press vigorously for a workweek comprising 32 hours made up of 4 days of 8 hours each" was referred back to the Legislative Committee after being discussed on the floor. The committee was asked to consider suggestions relating to a shorter workday in addition to those for a shorter workweek.

A multiple-point resolution on housing calling for public ownership of urban land to remove speculation, more government money to be made available to finance house-building, removal of the 11 per cent building material tax, and an increase in the supply of low and middle-income housing was approved by delegates. Establishment of a CLC task force on public housing was also recommended by the committee.

Regarding technological change, the committee endorsed the Freedman proposals contained in the Canada Labour Code amendments and urged the Government to pass the bill without bowing to big business pressure for changes. Provincial federations were encouraged to press for amendments related to technological change in provincial statutes.

The committee also presented resolutions that repudiated compulsory arbitration as a substitute for the right to strike, called for a national program on pollution control, and pressed for exclusion of foreign fishing from Canadian territorial waters as soon as possible.

The Human Rights Committee submitted several resolutions to the CLC convention that were ratified during the session. One resolution called on the federal Government to amend the Canada Fair Employment Practices Act and the Public Service Employment Act to "prohibit discrimination on the basis of political beliefs." The principle of equal opportunity for women and equal pay for work of equal value was included in another resolution. It was further urged that affiliated unions and their locals hold to these principles in collective bargaining sessions. Removal of abortion from the Criminal Code, extension of public education on birth control, and adequate sex education and family life programs in school were also endorsed as goals of the CLC. Lastly, the committee requested in its report the removal of age limit specifications from advertisements for employment.

A resolution calling on each local of CLC-affiliated unions to "affiliate with the New Democratic Party and assist in its various activities in the area in which the local is situated" was passed by convention delegates. A further resolution urging CLC member unions to "mobilize the fullest possible support in the election for the New Democratic Party from coast to coast" was also approved.

In addition to submitting a general economic policy statement, the economic committee submitted a number of resolutions based on that statement as well as two other documents that it had compiled: a policy statement on foreign investment and ownership, and a statement on energy. Many of these resolutions called on the Congress to press governments for policies that would decrease unemployment in Canada. Other resolutions asked that: the 12 per cent excise tax on Canadian automobiles be repealed; no agreements be made to sell Canadian water supplies; and quotas be imposed on industries that, by importing, are creating unemployment among Canadian workers.

A 6-point resolution calling for a fully independent Canadian auto industry under public ownership was defeated at the convention. The resolution, intended by UAW Local 1005 in Hamilton, was presented to protect the Canadian auto industry against possible U.S. abolition of auto pact safeguards. Non-concurrence was moved by the committee because of the "impracticability" of the resolution.

Wage controls were denounced, protection of the Canadian publishing industry requested, and a new winter works program called for in other resolutions. Expansion of CN and CP Rail on the basis of public need rather than on the basis of profit was also demanded. Energy resolutions pressed for government emphasis on development of industry rather than resource exploitation, institution of a national energy policy that assures Canada's control of her own resources, and transport of Canadian raw materials in Canadian ships with Canadian crews.





## Price indexes

### Consumer, May

The consumer price index (1961 = 100) advanced 0.1 per cent to 138.3 in May from 138.2 in April, and was 4.2 per cent higher than in May 1971. The food index declined 0.7 per cent, and all other components increased. The housing index rose 0.4 per cent and the health and personal care and recreation and reading indexes each advanced 0.7 per cent. The clothing and tobacco and alcohol components increased 0.3 per cent and a 0.2 per cent advance was registered in the transportation index.

The food index fell 0.7 per cent to 137.4 from 138.3 mainly because of price declines in Montreal and Toronto. The price level of food consumed at home decreased 0.8 per cent; food eaten outside the home rose 0.7 per cent. Dairy, bakery and cereal products, and some other foodstuffs were the main contributors to the decline in the average price of food at home. The bakery and cereal index decreased 1.0 per cent because of special prices for bread, cake mixes and a variety of

other such products in Montreal and Toronto. The price of butter, cheese, powdered and evaporated milk and ice cream also declined, but fluid milk increased in price as higher quotations were registered in Vancouver and Winnipeg. Fruit prices, on average, rose 2.9 per cent, an increase similar to the seasonal average, but much less than that recorded between these two months last year. Vegetable prices advanced 0.9 per cent, but were 2.0 per cent below their level of a year ago. The meat, fish and poultry index moved up 0.3 per cent—pork prices rose 1.0 per cent and poultry quotations increased 1.3 per cent; beef prices declined 1.0 per cent. Since May 1971, the meat, fish and poultry index rose almost 12 per cent, pork and poultry prices 19 per cent and 18 per cent, and beef prices almost 8 per cent. Egg prices advanced 2.4 per cent, but were 2.5 per cent below their level of May 1971. Among other food items, sugar prices continued to decline, but were still more than 20 per cent higher than a year earlier. Some other foods that recorded price decreases were ground and instant coffee and peanut butter. In the 12 months to May 1972, the food index advanced 5.6 per cent as did its two components—food consumed at home and restaurant meals.

The housing index advance of 0.4 per cent to 142.2 from 141.6 was caused by a 0.7 per cent increase in the shelter component chiefly because of higher prices for new houses and increased repair charges. Rents rose slightly. There was no change in the household operation component as furniture prices rose 0.2 per cent and quotations for floor coverings, on average, declined 0.4 per cent. Lower (sale) prices were registered for a number of household supplies including light bulbs, toilet paper, floor wax and detergents. In May 1972 the housing index was 4.5 per cent above its level of a year earlier.

The clothing index rose 0.3 per cent to 131.5 from 131.1 because of price increases in men's wear, 0.5 per cent, footwear, 0.6 per cent and children's wear, 0.2 per cent. Among men's wear items, higher prices were recorded for suits, topcoats, trousers and sweaters. This was because of the removal of earlier sale prices. An increase in the price of footwear resulted from higher quotations for men's, women's and children's shoes in several cities. Higher prices for boys' slacks and sport shirts, and girls' cotton dresses were mainly responsible for the increase in the children's wear component. There was no change in the women's wear index as sale prices for spring coats and cotton dresses offset higher prices for underwear and some other items. Between May 1971 and May 1, 1972, the clothing index rose 2.5 per cent.

**The transportation index advanced 0.2 per cent to 133.2** from 133.0 and was 2.5 per cent higher than a year earlier. An increase of 0.2 per cent in the automobile operation component resulted from slightly higher new car and gasoline prices. The price level for local public transportation rose 0.8 per cent because of advances in Montreal and Toronto taxi fares.

**The health and personal care index advanced 0.7 per cent to 149.0** from 148.0 mainly because of a 1.1 per cent increase in the personal care component. Health care rose 0.1 per cent as a result of higher prices for some pharmaceuticals. Higher prices for men's haircuts and women's hairdressing charges in several cities were mainly responsible for an increase of 1.8 per cent in personal care services. Increased prices for toothpaste, face cream and cleansing tissues were responsible for an increase of 0.2 per cent in toiletry items.

**The recreational and reading index advanced 0.7 per cent to 139.2** from 138.3, and was 2.7 per cent higher than in May 1971. Motion picture admission charges rose 3.3 per cent because of higher prices in a number of cities including Montreal, Toronto and Vancouver. Prices of toys and games increased 1.2 per cent. Camera film and processing charges declined 0.9 per cent.

**The tobacco and alcohol index advanced 0.3 per cent to 132.5** from 132.1, mainly because of tax increases on tobacco products in Manitoba and scattered price increases for cigarettes and cigarette tobacco in other parts of the country. The index was 3.3 per cent higher than in May a year ago.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. The services index advanced 0.7 per cent between April and May with higher prices for movie admissions, men's haircuts and women's hairdressing and increased taxi fares. The total commodities index fell 0.2 per cent because of the decline in food prices. The index for non-durables excluding food rose

0.2 per cent mainly because of higher prices for clothing, tobacco, toys and games; durables advanced 0.1 per cent owing to slightly higher new car and furniture prices.

#### **City consumer, May**

**Between April and May, the consumer price index (1961=100) increased in eight regional cities and city-combinations, declined in two and was unchanged in two.** The movements ranged from an increase of 0.5 per cent in Edmonton-Calgary to a decrease of 0.3 per cent in Ottawa. In the all-items index mixed movements reflected advances and declines in food components ranging from an increase of 1.2 per cent in Edmonton-Calgary to declines of 1.1 per cent in Ottawa and 1.3 per cent in Toronto. The housing index rose in nine cities, reflecting increased rents and higher prices for some home furnishings. Clothing components also increased in nine cities as many apparel items reverted to regular prices following spring sales. The transportation index advanced in eight cities as slightly higher prices for new cars were registered in most centres. Health and personal care components rose in 8 cities, mainly because of increased prices for some pharmaceuticals and higher charges for men's haircuts and women's hairdressing. Increased prices for camera films including processing, toys and games and cinema admissions were responsible for the advances in the recreation and reading index in 9 of the 12 regional cities. The components for tobacco and alcohol rose in 5 cities and were unchanged in 7.

Regional consumer price index point changes between April and May were: On the base 1961=100: Edmonton-Calgary +.6 to 132.6; St. John's +.5 to 128.0; Winnipeg +.5 to 132.4; Halifax +.3 to 130.2; Saint John +.3 to 129.8; Montreal +.3 to 130.7; Vancouver +.2 to 131.8; Toronto 133.4 (unchanged); Saskatoon-Regina -.2 to 127.1; Ottawa -.4 to 134.7. On the base 1969=100: Thunder Bay +.1 to 107.1; Quebec City 107.0 (unchanged).

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moved on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index. Because home-ownership costs have increased more rapidly than rents, the housing and all-items indexes for cities have tended to



underestimate somewhat the rates of price increase, particularly over longer periods. Statistics Canada may ultimately incorporate home-ownership prices in city indexes.

### **Wholesale, May**

**The general wholesale index (1935-39 = 100) increased 0.6 per cent in May to 305.3** from the April index of 303.4. It was 5.9 per cent higher than the May 1971 index of 288.3. Seven major group indexes were higher, and one declined.

The animal products group index rose 2.2 per cent to 369.0 from 361.2, mainly on higher prices for livestock, fishery products and leather. Higher prices for raw cotton and raw wool were mainly responsible for an increase of 0.8 per cent to 277.6 from 275.5 in the textile

products group index. Smaller advances were registered for five major group indexes: non-metallic mineral products to 232.5 from 231.6; non-ferrous metal products to 265.5 from 264.6; vegetable products to 239.0 from 238.6; wood products to 422.3 from 422.0 and iron products to 323.0 from 322.7. The chemical products major group declined 0.2 per cent in May to 244.4 from the revised April index of 245.0.

### **U.S. consumer, May**

**The United States consumer price index (1967 = 100) rose 0.3 per cent to 124.7 in May** and was 3.2 per cent higher than a year earlier. The increase was the same both before and after adjustment of the statistics to account for normal seasonal movements in some prices. Average food prices, at 122.3, declined slightly, 0.1 per cent, but there was a large increase of 0.6 per cent in non-food commodities. The prices of services advanced 0.2 per cent.

## **Public service disputes**

**Speed-up of dispute settlement and bargaining negotiations is a major improvement needed in public service disputes.** Speakers Russell Steward of the Treasury Board and Claude Edwards of the Public Service Alliance agreed on this point at a session of the Canadian Industrial Relations Research Institute meeting held in Montreal on June 22 and 23.

Despite the fact that the federal Public Service Staff Relations Act unexpectedly granted public servants the right to strike, Steward cited the paucity of strikes among public employees as proof of the good faith of unions in the public sector. He did, however, outline areas where conflicts have arisen. A speed-up in nego-

tiations is needed to deal with disputes, he said. The Treasury Board is often held up by failure of bargaining agents to submit information needed in negotiations. Other causes of slow bargaining or delays in settlement include outdated data and the problem of too many local matters being raised at the bargaining table.

Two other factors that have complicated and prolonged settlements in Public Service agreements have been the exclusion of certain workers and pay-scale relativities. Applications for exclusion involving personnel moving from labour to management positions have

caused lengthy delays because such applications often must be considered individually. Local matters are often introduced in higher bargaining sessions, forcing loss of valuable time on relatively unimportant parts of an agreement.

Steward indicated that the Treasury Board is having problems finding qualified adjudicators to hear disputes in the Public Service. A training program may soon be instituted, but until that time, there will continue to be a shortage of qualified arbitrators in public service areas. In response to a question, Steward advocated regional pay rates for job classifications in which there is low mobility. He maintained that a regional pay scheme would allow the Government to be more competitive in the higher pay areas of the country. He noted also that the high degree of job security in the Public Service should be taken into account where lower pay scales are in effect for government employees than in outside industries. Answering another questioner who thought that the Pay Review Board should be independent of government, Steward said that the Treasury Board has no greater access to Review Board statistics than do the unions.

Claude Edwards of the PSAC noted that five years ago he went on record as saying that the federal Public Service Staff Relations Act was a good piece of legislation. Though he still feels the Act is a good one, Edwards would like to see it updated. Agreeing with Steward that a speed-up in negotiations is to be striven for, Edwards predicted that quicker settlements would come out of more mature bargaining in the future. Edwards declared that **the upcoming third round of negotiations since enactment of the Public Service Act would see a drastic decrease in the number of negotiating points put forward by the PSAC as its part in enabling a quick contract settlement.**

Edwards also pointed out problems posed by across-the-board wage increases. Such blanket raises do not recognize changes in relative job salaries that may have occurred in other sectors during the lifetime of the previous agreement. A new agreement should, he said, take note of new wage rates introduced in industries and other branches of government, then incorporate these changes rather than create inequalities by merely reasserting wage differences that may have become obsolete during the period of the agreement.

**An important change Edwards would like to see in the Public Service Act is the enlargement of areas in which negotiation is allowed.** Currently, settlements are restricted to four areas by the Act—standards of discipline, leaves and holidays, hours of work, and rates of pay. Any points brought up by public service bargaining agents in other areas are ruled non-jurisdictional by the Public Service Staff Relations Board. **Issues that the PSAC would like to negotiate but that have been ruled non-negotiable include job security, severance pay, identification of deductions, employment of temporary or part-time help, performance pay, copyrights on documents, duration of agreements, and crossing of picket lines.**

Earlier this year the PSAC presented a brief to the Bryden Commission asking for extension to negotiating areas covered in the federal Public Service Staff Relations Act. Though no report has yet been made by the commission, Edwards hopes that some changes will come about to give greater negotiating power to unions within the Public Service. Regarding the Public Service Staff Relations Board, Edwards said that although he admires Chairman Jacob Finkleman, the Board is currently incapable of handling the number of disputes it is called on to examine. This failure, Edwards charged, is partly caused by a shortage of full-time members on the Board, plus the fact that the federal Government has not been filling vacancies as they occur.

In reply to a questioner, Edwards said that data supplied to the Department of Labour from shops having as few as 20 members are inapplicable in bargaining with a large-scale employer such as the federal Government. He urged that only pay scales from 50-man shops or over be used for comparisons with similar classifications in government. Asked whether he would like to see the Pay Review Board independent of the Government and partly financed by the unions, Edwards said, "I am perfectly happy with the way the Pay Review Board is at present financed." Questioned whether he thought it advisable for the Public Service Alliance to get involved in disputes between public servants and politicians, Edwards said, "If ministers make sweeping statements about public employees, they can expect to hear action from the public employees' unions."



## General topics

### Employment review

**There was a small decrease in employment between April and May. The level was 8,279,000.** A year ago, the level of employment was 8,022,000. Among women 25 years of age and over, employment declined 22,000; among men in that age group, it decreased by 7,000. Persons aged 14-24 showed an increase of 13,000 in employment. There was a decrease of 37,000 persons in full-time work, and an increase in part-time work of 10,000. Regionally, there were increases in Québec and Ontario; declines occurred in other regions.

**Unemployment. The level of unemployment increased to 544,000 in May from 510,000 in April.** A year ago it was 536,000. There were increases in unemployment among persons in the 14-24 age group and among men 25 years of age and over. Women aged 25 and over showed little change in the level of unemployment. All regions with the exception of the Prairies showed an increase in the unemployment level.

**Unemployment rate. The unemployment rate increased from 5.8 in April to 6.2 in May.** A year ago the rate was 6.3. For persons 14-24 years of age, and men 25 years old and over, the rate increased. It was unchanged for women aged 25 and over. Regionally, the largest increases in the rates were in the Atlantic region and British Columbia with smaller increases in Québec and Ontario. The Prairies showed little change.

**Participation rate.** The participation rate, at 56.2, was unchanged from April. In May 1971, the rate was 55.7. In the main age-sex groups, only persons aged 14-24 showed any noticeable change in participation between April and May, an increase of 0.4. Regionally, Québec and Ontario showed increases, whereas the other regions recorded decreases.

### Unemployment insurance report

During May 1972, 26,923 investigations were finalized across Canada. Of these, 14,011 were on-premises investigations and 2,101 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,643 formal investigations and 9,168 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,624. Prosecutions were begun in 98 cases, all against claimants.

### September credits

**Certification before the CLRB**, p. 488, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour**, p. 491, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** NFB: Cover, p. 450, 461, 473, 474, 475, 477. Murray Mosher: p. 451, 452, 480, 481. Thomas Studio (Ottawa) Ltd.: p. 455. The Public Archives of Canada: p. 456. Gilbert A. Milne & Co. Ltd. Photography, Toronto: p. 463. Richard G. Proctor Photography Ltd., Edmonton, Alta.: p. 465, 466, 468, 470. CN Photo: p. 496.

**The authorship of an article** in the April 1972 issue of **The Labour Gazette** was inadvertently omitted from the "General Topics" section, where credits are customarily listed. The article, "Changes in Provincial Social Assistance Legislation in 1971," appeared on p. 185, and was prepared by the Welfare Research Division, Department of National Health and Welfare.

### Correction

Three errors appeared in the August Labour Gazette on page 417: paragraph 2, line 10 should read "Canadians"; line 13—"Table 5"; paragraph 3, line 14—"international."

## Legal decisions

**The Ontario High Court refused to have an order of a board of arbitration quashed, or referred back to the Board to be dealt with further.** The motion was brought on the ground that the Board had usurped the right of management to promote, and had therefore acted without jurisdiction. The union submitted that the Arbitration Board had the power and authority to finally determine the issue between the parties, and by necessary implication had the authority to make the award.

The facts of the case are as follows: The company and the union had a collective agreement by which the union was the representative of office, clerical and technical workers. During the term of the agreement, a vacancy occurred for a senior payroll clerk for which three applications were made. The company selected one of the applicants and appointed him to the position. As a result of the appointment, one of the unsuccessful applicants submitted a grievance which was heard by the Board of Arbitration.

Under the collective agreement, the company had the exclusive right and power to direct the working forces, including the power to promote employees. In cases of promotions to fill vacancies, the company was to consider two factors in determining which employees were to be promoted: (a) seniority, and (b) the requirements and efficiency of operations, ability, knowledge, training and skill of the individual to do the job. When, in the judgment of the company, two or more employees had equal skills, seniority would be the governing factor in selection for promotion. In considering the qualifications of the applicants, the company's judgment was not to be exercised in an unfair and unreasonable manner.

Based on the evidence, the Board held that, while the grievor and the applicant who was promoted to the position were of equal skills, the grievor had more seniority—a factor which the company did not take into consideration. The judgment exercised by the company in this respect was found to be unfair and unreasonable and it was ordered that the grievor be placed immediately into the position as payroll clerk.

The Court refused to quash the award. The Court pointed out that the granting of the exceptional remedy of certiorari or an order in lieu thereof was a matter for the discretion of the Court. In certain cases, the Court may refuse to exercise its discretion, even though a board may have acted without jurisdiction. In this case, the Court refused to exercise its jurisdiction in favour of the applicant for two reasons: (1) that the majority of the Board found that the company had exercised judgment in an unfair and unreasonable manner, and in violation of the collective agreement; and (2) the Board indicated that the person who exercised that judgment on behalf of the company had been less than candid in his evidence before the Board. It was held that the process of the Court should not be available to an applicant who had conducted itself in such a fashion. (*Falconbridge Nickel Mines Limited v. United Steelworkers of America et. al.* Ontario High Court, April 17, 1972, CLLC 14, 126).



## Certification

The Canada Labour Relations Board met for three days during June. The Board granted nine applications for certification, permitted the withdrawal of five, and rejected one. One application for revocation of certification was granted and one request to the Board to vary its decision establishing two separate units of employees was denied. The Board received 17 applications for certification, one for revocation, and three requests for review.

**Applications for certification granted.** Teamster Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, as the bargaining agent on behalf of a unit of employees of Loiselle Transport Limited, Vancouver, B.C. comprising lease operators. A representation vote of the lease operators was taken to ascertain their wishes. (The application had been granted in respect of a unit of regular employees—see LG, May, p. 252). (See request for review below).

Teamster Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Shorty's Transport Ltd., Calgary, Alta. comprising drivers including drivers of road haul equipment leased by the company from the owners thereof but excluding the owner-drivers. The application was rejected in respect

to the unit of owner-drivers found to be separately appropriate by the Board because it was not supported by a majority of the owner-drivers eligible to cast ballots in the representation vote conducted by the Board. (LG, June, p. 309).

General Truck Drivers' Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed by Kraus Transport Limited, Rexdale, Ont. (LG, May, p. 253).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and garage mechanics employed in the Abitibi Division of Voyageur (1969) Inc., Montreal, Que. The Canadian Brotherhood of Railway, Transport and General Workers intervened to contest the application. A representation vote was conducted by the Board with the names of both unions on the ballot (See applications rejected below). (LG, July, p. 376, Aug., p. 438).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters employed by A. V. Carlson Construction Ltd., Edmonton, Alta., and working in the Northwest Territories. (LG, July, p. 376).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters employed by Bird Construction Co. Ltd., Edmonton, Alta., and working in the Northwest Territories. (LG, July, p. 376).

Public Service Alliance of Canada on behalf of a unit of employees of Great Lakes Pilotage Authority, Cornwall, Ont. (LG, July, p. 376).

International Brotherhood of Electrical Workers, Local 230, on behalf of a unit of clerical employees of Victoria Cablevision Ltd., Victoria, B.C. (LG, Aug., p. 439).

International Brotherhood of Electrical Workers, Local 230, on behalf of a unit of technical employees of Alberni Cable Television Limited, Port Alberni, B.C. (LG, Aug., p. 439).

**Application for certification rejected.** Canadian Brotherhood of Railway, Transport and General Workers, applicant, Voyageur (1969) Inc., Montreal, Qué., respondent, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (Abitibi Division). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board in which the names of both unions were on the ballot. (LG, July, p. 376, Aug. p. 438).

**Applications for certification withdrawn.** International Longshoremen's Association, Local 1976, applicant, and Henderson Lumber Co. Ltd., Mulgrave, N.S., respondent. (LG, June, p. 311).

International Longshoremen's Association, Local 1976, applicant, and Williams and Simpson's Co. Ltd., Mulgrave, N.S., respondent. (LG, June, p. 311).

Vancouver-New Westminster Guild 115, The Newspaper Guild, applicant, and Moffat Broadcasting Ltd., (Station CKLG), Vancouver, B.C., respondent. (LG, Aug., p. 439).

National Association of Broadcast Employees and Technicians, applicant, Orillia Cable TV Limited, Orillia, Ont., respondent (technical employees) and Ronald Andrews, et al., interveners. (LG, Aug., p. 439).

National Association of Broadcast Employees and Technicians, applicant, Barrie Cable TV Limited, Barrie, Ont., respondent (technical employees) and Peter Schimmel, et al., interveners. (LG, Aug., p. 439).

**Requests for review.** The Board denied the request made by Loisselle Transport Limited to vary its decision of January 14, 1972 establishing two bargaining units in the application for certification made by Teamster Locals 31 and 362, the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. (see applications for certification granted, above).

The Board received a request for review from the National Union of Operating Engineers of Canada, Local 14850, International Union of District 50, Allied and Technical Workers of the United States and Canada (formerly the National Union of Operating Engineers

of Canada, Local 14850, District 50, United Mine Workers of America) of its order of October 3, 1957, as amended on April 7, 1960 affecting a unit of employees of Central Mortgage and Housing Corporation, Ottawa, Ont. employed at the Benny Farm Housing Project in Montreal, Qué.

The Board received a request for review from the Canadian Brotherhood of Railway, Transport and General Workers (formerly Canadian Brotherhood of Railway Employees and Other Transport Workers) of its order of May 25, 1946 affecting a unit of employees of Voyageur Colonial Limited, Ottawa, Ont. (formerly Colonial Coach Lines, Ltd., Montreal, Qué.).

**Application for revocation of certification granted.** Armand Martel, et al., applicants, Le Syndicat des Journalistes de Montréal, respondent union, and CJTR Radio Trois-Rivières Ltée, Trois-Rivières, Qué., respondent employer. The Board found that the respondent union, which did not contest the application, no longer represents a majority of the employees in the unit for which it was certified by the Board's Order of February 17, 1971. (LG, Jan., 1971, p. 50, May, 1971, p. 329, Aug., p. 438).

**Application for revocation of certification received.** Robert L. Rickwood, et al., applicants, Seafarers' International Union of Canada, respondent union, and The Pelee Shipping Company, Limited, St. Thomas, Ont., respondent employer, in respect of the Order of Certification issued by the Board to the respondent union under date of June 4, 1971, for a unit of unlicensed personnel employed aboard the "M.V. Pelee Islander" by the respondent employer.

**Applications for certifications received.** Brewery and Soft Drink Workers Union, Local 300, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of Hall Distributors Limited, Kelowna, B.C. (Investigating Officer: G. W. Rogers).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Roberval Express Ltée, Chambord, Qué., employed in the Province of Québec (Investigating Officer: M. Archambault).



Canadian Marine Officers Union on behalf of a unit of licensed engineers employed by Messabec Limitée, Montreal, Qué., aboard its vessel "M. V. Québec" (Investigating Officer: S. T. Payne).

Public Service Alliance of Canada on behalf of a unit of employees of the National Harbours Board, Ottawa, Ont., employed at Halifax, N.S. (Investigating Officer: R. L. Kervin).

Public Service Alliance of Canada on behalf of a unit of employees of the National Harbours Board, Ottawa, Ont., employed at Saint John, N.B. (Investigating Officer: R. L. Kervin).

Public Service Alliance of Canada on behalf of a unit of employees of Atlantic Pilotage Authority, Halifax, N.S., employed at Halifax and Sidney, N.S., St. John's, Nfld., and Saint John, N.B. (Investigating Officer: R. L. Kervin).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Dawson Construction Limited, Vancouver, B.C., employed in the Yukon Territory (Investigating Officer: R. F. Langford).

International Association of Machinists and Aerospace Workers on behalf of a unit of crewmen and stewards employed by Northern Wings Limited, Sept-Îles, Qué. (Investigating Officer: J. J. de G. Loranger).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by Atlantique Cruise Lines Ltd., North Sydney, N.S., aboard the "M. V. St. Ninian" (Investigating Officer: R. L. Kervin).

Association des employés de la Commission de Transport on behalf of a unit of inspectors and instructors employed by the Outaouais Regional Community Transit Commission, Hull, Que. (Investigating Officer: P. Rompré).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 574, on behalf of a unit of long-shoremen employed by Consolidated-Bathurst Limited, New Richmond, Qué., in its Chaleur Division (Investigating Officer: G. A. Plante).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Transport d'Anjou Inc., Rivière du Loup, Qué. (Investigating Officer: J. J. de G. Loranger).

Vancouver- New Westminster Newspaper Guild, Local 115, on behalf of a unit of news department employees of Moffat Broadcasting Ltd., (Station CKLG) Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, on behalf of a unit of employees of Weir Movers (1959) Ltd., Scarborough, Ont., working in and out of Metropolitan Toronto (Investigating Officer: K. Hulse).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, on behalf of a unit of employees of M. J. Campbell Inc., Weston, Ont., working in or out of Metropolitan Toronto, Brampton and Barrie (Investigating Officer: M. K. Carson).

National Association of Broadcasting Employees and Technicians on behalf of a unit of employees of CKAC Limitée, Montreal, Qué. (Investigating Officer: J. J. de G. Loranger).

Amalgamated Transit Union, Local 0591, on behalf of a unit of inspectors and instructors employed by the Outaouais Regional Community Transit Commission, Hull, Qué. (Investigating Officer: P. Rompré).

## Conciliation

During June the Minister of Labour appointed conciliation officers to deal with the following disputes:

Alberta Wheat Pool, Vancouver, B.C., and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing office employees) (Conciliation Officer: D. H. Cameron).

Kent Line Limited, Saint John, N.B., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

Conrad Brothers Limited, Dartmouth, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 606A (Conciliation Officer: R. L. Kervin).

British Columbia Maritime Employers' Association, and International Longshoremen's and Warehousemen's Union—Canadian Area (Conciliation Officer: D. H. Cameron assisted by Industry Specialist, D. S. Tysoe).

Cal-Van-Canus Catering Services Limited, Pine Point, N.W.T., and Hotel and Restaurant Employees and Bartenders Union, Local 579 (Conciliation Officer: George W. Rogers).

Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge No. 2309 (representing employees of Traffic, Operations and Stores Division) (Conciliation Officer: S. T. Payne assisted by Industry Specialist R. Nat Gray).

National Harbours Board, Port of Montreal, and the National Syndicate of Office Employees of the Port of Montréal (CNTU) (Conciliation Officer: Marcel Archambault).

The North Fraser Harbour Commissioners, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: George W. Rogers).

Kordyban Transport Ltd., Edmonton, Alberta, and General Teamsters, Local 362 (Conciliation Officer: A. A. Franklin).

**Settlements by conciliation officers.** Greyhound Lines of Canada Ltd., Calgary, Alberta, and Amalgamated Transit Union, Division 1374 (Conciliation Officer: A. A. Franklin) (LG, June, p. 312).

Robin Hood Multifoods Ltd., Montréal, Québec, and le Syndicat National des Employés de Robin Hood Multifoods Ltd. (CSN) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 377).

Maple Leaf Mills Limited, Montréal, Québec, and le Syndicat National de la Meunerie Maple Leaf Limitée (CSN) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 377).

Les Farines Phenix Ltée, Montréal, Québec, and le Syndicat National des Employés des Minoteries Phenix (CSN) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 377).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and Brotherhood of Locomotive Engineers (Conciliation Officer: G. R. Doucet) (LG, July, p. 377) (settled with mediation assistance of A. R. Gibbons).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and United Transportation Union (Conciliation Officer: G. R. Doucet) (LG, July, p. 377) (settled with mediation assistance of A. R. Gibbons).



Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and Brotherhood of Maintenance of Way (Conciliation Officer: G. R. Doucet) (LG, July, p. 377) (settled with mediation assistance of A. R. Gibbons).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and International Association of Machinists and Aerospace Workers (representing monthly rated employees) (Conciliation Officer: G. R. Doucet) (LG, July, p. 377) (settled with mediation assistance of A. R. Gibbons).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and International Association of Machinists and Aerospace Workers (representing hourly rated employees) (Conciliation Officer: G. R. Doucet) (LG, July, p. 377) (settled with mediation assistance of A. R. Gibbons).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec, and Brotherhood of Railroad Signalmen (Conciliation Officer: G. R. Doucet) (LG, July, p. 377) (settled with mediation assistance of A. R. Gibbons).

Crawley and McCracken Company Limited, Sept-Iles, Québec, and International Association of Machinists and Aerospace Workers (Conciliation Officer: G. R. Doucet) (LG, July, p. 377) (settled with mediation assistance of A. R. Gibbons and R. G. Dorion).

Humphrey Construction Ltd. (employees in Yukon Territory) and Local 115, International Union of Operating Engineers (Conciliation Officer: R. F. Langford) (LG, July, p. 378).

Yukon Builders Exchange and Contractors Association and Local 115, International Union of Operating Engineers (Conciliation Officer: R. F. Langford) (LG, July, p. 378).

General Enterprises Ltd. (employees in the Yukon Territory) and Local 115, International Union of Operating Engineers (Conciliation Officer: R. F. Langford) (LG, July, p. 378).

G. W. Ledingham (Yukon) Ltd. (employees in the Yukon Territory) and Local 115, International Union of Operating Engineers (R. F. Langford) (LG, July, p. 378).

North American Elevators Ltd., Montréal, Québec, and the Syndicat National des Débardeurs de Sorel Inc. (Conciliation Officer: M. Archambault) (LG, July, p. 378).

Westward Shipping Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (LG, Aug., p. 434).

General Enterprises Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford) (LG, Aug., p. 434).

G. W. Ledingham (Yukon) Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford) (LG, Aug., p. 434).

Humphrey Construction Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford) (LG, Aug., p. 434).

Pine Tree Construction Co. Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford) (LG, Aug., p. 434).

918 Construction Ltd., Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499 (Conciliation Officer: R. F. Langford) (LG, Aug., p. 434).

Parkins Construction Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford) (LG, Aug., p. 434).

McAllister Towing Limited, Montréal, Québec, and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (LG, Aug., p. 434).

B-Line Express Ltd., Calgary, Alberta (formerly Little Chief B-Line Express Ltd.) and General Truck Drivers and Helpers, Local 31, and General Teamsters, Local 362 (Conciliation Officer: D. H. Cameron) (LG, Aug., p. 435).

W. C. Norris Limited, Toronto, Ontario, and General Truck Drivers Union, Local 938 (Conciliation Officer: M. K. Carson) (LG, Aug., p. 435).

**Conciliation boards appointed.** British Columbia Maritime Employers' Association, and International Longshoremen's and Warehousemen's Union—Canadian Area (see above).

Wardair Canada Ltd., Edmonton, Alberta, and Canadian Air Line Flight Attendants' Association (LG, June, p. 313).

Midland Superior Express Limited, Calgary, Alberta, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 362 and 989 (LG, July, p. 377).

National Harbours Board, Port of Montréal, and the National Syndicate of Employees of the Port of Montréal (CNTU) (representing general forces, grain elevator and cold storage employees) (LG, July, p. 377).

National Harbours Board, Port of Montréal, and Seafarers' International Union of Canada (LG, July, p. 377).

Hudson-Yukon Mining Co. Limited (employees in the Yukon Territory) and Tunnel and Rock Workers' Local 168, Labourers International Union of North America (LG, July, p. 378).

Transair Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (LG, July, p. 378).

Canadian National Hotels Limited (Chateau Laurier Hotel), Ottawa, Ontario, and Canadian Brotherhood of Railway, Transport and General Workers (LG, Aug., p. 434).

Canada Steamship Lines Limited, Montréal, Québec, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (LG, Aug., p. 434).

**Conciliation boards fully constituted.** The Board of Conciliation and Investigation established to deal with a dispute between Boyd's Express Ltd.; Central Truck

Lines Ltd., and St. John's Iberville Transport, Montréal, Québec, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Aug., p. 435) was fully constituted with the appointment of Claude Lauzon of St-Jean, Québec as chairman. Mr. Lauzon was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Hubert Pitre, and union nominee Roger H. de Ginét, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service) and Seafarers' International Union of Canada (LG, July, p. 379) was fully constituted with the appointment of Lorne O. Clarke Q.C., of Truro, Nova Scotia as chairman. Mr. Clarke was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee A. J. Meagher, Q.C., Halifax, and union nominee John P. Barry, Saint John.

**Settlement reached by conciliation board.** Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (LG, Aug., p. 436).

**Conciliation board reports received.** Motor Transport Industrial Relations Bureau of Québec Inc. (representing certain member trucking companies in Québec falling within federal jurisdiction) and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Aug., p. 436). (Full text appears in Supplement No. 4, 1972).

Poole Construction Limited, Edmonton, Alberta (employees employed in Northwest Territories) and United Brotherhood of Carpenters and Joiners of America, Local 1325 (LG, Aug., p. 436). (Full text appears in Supplement No. 4, 1972).

**Dispute in which conciliation board not appointed.** Westcoast Transmission Company Limited, Vancouver, B.C., and Local 9-862, Oil, Chemical and Atomic Workers International Union (representing a unit of mechanics, operators and technicians employed at the company's Fort Nelson Gas Processing Plant) (LG, July, p. 378).

**Strike action.** Borisko Brothers Limited, Scarborough, Ontario, and Warehousemen and Miscellaneous Drivers, Local 419 (strike commenced June 5 and terminated June 8) (LG, Aug., p. 436).



## Decisions of the umpire

**CUB 3107:** The claimant was employed as a crane operator at an hourly salary of \$4.75 for more than two months. He declared that he was laid off because of work shortage. At the same time, he was self-employed on a commission basis as a cosmetic distributor, his gross earnings were unknown, and he had not yet received any commission. He worked six days a week, 14 hours a day. To carry out the business valued at \$2,000, the claimant employed girls who sold his product from door to door. He was also assisted by a woman who supervised the work of these girls. In view of the foregoing, the insurance officer notified the claimant that he was disqualified from receiving benefit because he was engaged in business on his own and had not proved that he was unemployed.

The claimant appealed to the board of referees, affirming that he went into business for himself as a cosmetic distributor while still a crane operator, and that since his layoff he was self-employed on a full-time basis. The claimant said, furthermore, that to date his earnings were \$511, he had paid out approximately \$800 in wages, and he estimated it would take another two months before any profit could be derived from the business. Before the board, the claimant declared that he had been working part time as a cosmetic distributor; that since his layoff in January 1971 he was attempting to make his employment as a distributor full time; that he employed two girls for the door to door sales; that he had worked six days a week, 14 hours a day at this occupation, but if he were offered a job im-

mediately as a crane operator he would be ready to accept it while continuing the operation of the cosmetic business. The board pointed out that the claimant was registered with Canada Manpower Centre and the National Union of Operating Engineers.

According to the board, the claimant stated during the hearing that he would be prepared to accept any job that he could handle as a salesman. The board recommended that the claimant arrange for an interview at his convenience with the Manpower office to determine if the qualification of his registered occupation should be expanded to include that of salesman.

The board said: One of the principles related to securing unemployment insurance benefits rested in the fact that a person must subjectively want work and objectively seek work. It would be totally unrealistic to assume that any individual could devote 14 hours a day, six days a week, to the demands of a business venture and at the same time objectively seek full-time employment. This was proved when the claimant said to the board that he had made no attempts to secure work at any of the organizations mentioned during the hearing, but that he was actively involved in his business and awaiting a call either from Canada Manpower Centre or from his union. The board added that the fact that the monetary rates were not what one would desire had no bearing on the claimant's appeal. The board concluded that the claimant had not proved that he was unemployed and disallowed the appeal.

In his appeal to the Umpire, the claimant contended that the text of the board of referees' decisions did not really correspond with what was said at the hearing. In support of his contention, the claimant had this to say: The board did not suggest that he be interviewed by Canada Manpower Centre at his pleasure to determine if his qualification should be expanded to include sales. The board told him that he should be qualified as a salesman and should present himself at Imperial Oil or the Swift company to determine if he could find a job on his own. The claimant had admitted before the board that he was qualified as a salesman but this was done with the help of the board "and words put in his mouth," and he now alleges that he is not doing any selling. He had declared at the hearing that there would be girls making sales on his behalf in the future, and he claims that this certainly did not make him a salesman, and he had not said that he had two girls selling for him from door to door, but that he had two girls in training.

The claimant pointed out, also, that he was asked by the board if he had sought work as a crane operator. His reply was that he had contacted two companies, but this was denied by the board in their decision. The claimant continued: "The board further stated that it is not realistic for a man to devote 14 hours a day to his business and still look for a full-time job. Well, in my opinion, it is very easy to do this and still keep in touch with people. I also stated that this cosmetic business was not my main source of income, crane operating is my livelihood. And as regards working 14 hours a day, it is not necessary just because a man is unemployed that he should stay in bed till noon. If this is the board's idea of how an unemployed Canadian should be, it is no wonder we have so much unemployment and people on welfare in this country, and also so many people not even trying to make anything of themselves." The claimant concluded his remarks by declaring that his cosmetic business had not to date been profitable and that he would accept at any time a job for which he was qualified.

Here is part of the text of the observations of the Commission's Chief, Entitlement Determination: The claimant, a crane operator, had also been engaged in business on his own account while he was still employed. Although the claimant was self-employed in work other

than in his usual occupation his self-employment was of such an extent that it could be considered as a principal means of livelihood. The fact that the claimant carried on the business prior to his separation is not proof of his eligibility as he had increased his activities following his layoff from work. Nor can the fact that the claimant considered himself available for other work relieve him of a disqualification as being not unemployed while he was working full time at his business, as availability is not a deciding factor in cases of self-employment. The claimant's effort to help himself after being laid off from his employment is commendable but the decision of the board of referees was in accordance with the provisions of the Act and established jurisprudence. The claimant's appeal should be dismissed.

There is no doubt that the claimant was, during the relevant period, engaged in the operation of a business on his own account, said the Umpire—a business that he had started while still employed as a crane operator.

He had engaged one lady supervisor and had two girls in training as salesladies. He was spending long hours on his business venture. His financial success or lack of success is not a controlling consideration. A business normally followed as a principal means of livelihood may, at times, yield unsatisfactory financial returns, but this does not mean that the person is "unemployed" for the purposes of the Unemployment Insurance Act. The test is whether the business would normally be followed as a principal means of livelihood. I feel that the Board, after hearing the claimant, reached a decision that is supported by the evidence and is in accordance with the Act and established jurisprudence. The appeal is, therefore, dismissed.



## Railway arbitration



**Supplementary to Case No. 327.** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over pay for layover time (LG, April, p. 202).

The parties were unable to agree on the amount of payment to be made to the men involved, as the grievance had been allowed. The arbitrator said that the grievors should be paid from their arrival time to reporting time at their away-from-home terminal.

**Case No. 355.** Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the failure to promote two clerks.

Bulletins were posted advertising temporary positions for clerks and two employees who were still within their probationary period. These men did not get the jobs, as the company did not consider them permanent employees. The old agreement said that employees would not be considered permanent until after six months of service, but a revision of the clause brought this down to 65 days.

Both employees had put in their 65 days, but the company said that the revision of the clause could not have any retroactive effect. The arbitrator disagreed, saying that there was no reason why employees should not have the advantage of such a change. If the company were correct, he said, employees hired later than the two grievors could have had the seniority to apply for the positions. He therefore ruled that the men were entitled to the promotions and awarded them compensation for loss of earnings.

**Case No. 356.** Dispute between CN and the United Transportation Union over mileage claims by a fireman-helper.

During the winter, locomotives at a turnaround point had to be left on the train to heat the coaches during the layover period. The trains therefore have to be watered and turned around for the return trip. The crew were paid for terminal time but a fireman-helper asked for an additional 100 miles for performing these duties. The arbitrator said that the agreement did refer to certain special duties to be performed at the end of a run. "The turning of the engine so as to leave it properly headed for its next use is a task related to the incoming run, although it expedites the following outgoing run; but it can scarcely be considered in itself a 'separate run' constituting a new day or trip under (an article in the agree-

ment), except where unusual circumstances, such as may have existed (in another case), are found." He dismissed the grievance.

**Case No. 357.** Dispute between CN and the United Transportation Union over discipline assessed.

The crew of a train was told that they were to run their train at 20 mph on a certain section of track. The crew ran the train at a speed much in excess of this, and each member of the crew was assessed 30 demerit marks. The fireman-helper appealed the discipline. The arbitrator found that the grievor mentioned the order for a slower speed to the engineman, who replied that they were on a different section of the track. The grievor then "assumed" that they had passed the area affected by the order to slow down. The arbitrator said that although the fireman-helper was wrong in making assumptions, he was the only member of the crew who seemed at all concerned about the order to slow down. He therefore ordered that the discipline be reduced to 10 demerits in the grievor's case.

**Case No. 358.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over mileage claims by a conductor and brakeman.

A conductor and crew were in ore service but were later changed to auxiliary service because of a derailment down the line. The union asked that the men be paid initial terminal time at ore-train rates for 5 hours and 20 minutes. The company said that the men were paid correctly for a basic day at ore-train rates. The arbitrator pointed out that the men worked in two classes of service and that, had they been able to take out their train, initial terminal time would have been payable from the time they were required to report for duty until the engine passed a certain point of the yard in question. Since they did not pass this switch, initial terminal time continued to run. The men were paid 128 miles at ore-train rates and they were entitled to at least 85 miles at these rates, and for their other work, they were entitled to at least 128 miles at work-train rates. The arbitrator therefore allowed the claim for additional time.

**Case No. 359.**

Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over mileage claims by a brakeman.

The brakeman returned from an authorized leave of absence and reported available for work at 13:15 hours, displacing another brakeman on a run normally leaving on Monday. The train, however, did not leave until Tuesday morning. The union asked for a day's wages for the brakeman. The arbitrator said that employees should book in before noon on a day that they are available. Since the brakeman did not report himself available for work for at least half the day in question, he was not regarded as being available for work. The arbitrator dismissed the grievance.

**Case No. 360.** Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over the mileage claims of a brakeman.

The facts in this case are the same as the above Case No. 359. The arbitrator dismissed the grievance.

**Case No. 361.** Dispute between Toronto Terminals Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over the temporary work of a fireman.

The regular assignment of a fireman was abolished, and about the same time a bulletin was posted to advertise a temporary position of fireman. This temporary employee would relieve other employees on vacation. There was no vacation relief required for firemen on two occasions, and therefore no work for the grievor. The union claimed that these two breaks in work contravened the collective agreement. The arbitrator noted that the bulletin pointed out very clearly that the job was of a temporary nature and only for vacation relief "when required." He dismissed the grievance.

**Case No. 362.** Dispute between CN and the United Transportation Union over claims by a crew that they performed two tours of duty on one day.

The unassigned pool crew was ordered to handle a train from their away-from-home terminal to their home terminal. On reporting for duty, the crew was required to proceed to another point to pick up their train, return to their away-from-home terminal and then they were to operate their train through to their home terminal. The employees claimed payment for two separate tours of duty. Referring to another case (No. 204), the arbitrator said that it was ruled that the performance of certain short turn-around work did not constitute a change in notification of a crew called for straightaway service, since the straightaway assignment was in fact carried out. "The same may be said here." The arbitrator dismissed the grievance.



# Labour statistics

| Principal Items   | Date             | Amount    | Percentage Change |               |
|---|------------------|-----------|-------------------|---------------|
|   |                  |           | Previous Month    | Previous Year |
| (in thousands)  |                  |           |                   |               |
| TOTAL CIVILIAN LABOUR FORCE*                                |                  |           |                   |               |
| Week ended May 20, 1972                                     |                  | 8,897     | + 2.5             | + 3.1         |
| Employed .....  | May              | 8,345     | + 3.2             | + 3.2         |
| Agriculture .....   | "                | 525       | + 14.1            | + 3.1         |
| Non-agriculture .....                                       | "                | 7,820     | + 2.6             | + 3.7         |
| Paid workers .....  | "                | 7,290     | + 3.2             | + 4.2         |
| At work 35 hours or more .....                              | "                | 6,652     | + 4.9             | + 2.4         |
| At work less than 35 hours .....                            | "                | 1,362     | + 5.2             | + 3.5         |
| Employed but not at work .....                              | "                | 332       | - 25.9            | + 21.6        |
| Unemployed .....  | "                | 552       | - 6.8             | + 1.7         |
| Atlantic .....  | "                | 63        | - 13.7            | + 21.2        |
| Québec .....  | "                | 206       | - 4.6             | + 5.1         |
| Ontario .....   | "                | 152       | - 5.6             | - 13.1        |
| Prairie .....   | "                | 55        | - 22.5            | - 6.8         |
| British Columbia .....                                      | "                | 76        | + 7.0             | + 24.6        |
| Without work and seeking work .....                         | "                | 529       | - 4.5             | + 2.1         |
| On temporary layoff up to 30 days .....                     | "                | 23        | - 41.0            | - 8.0         |
| INDUSTRIAL EMPLOYMENT (1961 = 100)†                         |                  |           |                   |               |
| Manufacturing employment (1961 = 100)†                      | March            | 125.6     | + 0.8             | + 1.7         |
|   | "                | 121.1     | + 1.0             | + 1.9         |
| IMMIGRATION   |                  |           |                   |               |
| Destined to the labour force                                | 1st 3 mths. 1972 | 23,567    | -                 | - 15.5        |
|   | "                | 11,864    | -                 | - 20.3        |
| STRIKES AND LOCKOUTS  |                  |           |                   |               |
| Strikes and lockouts  | May              | 107       | + 13.8            | + 18.9        |
| No. of workers involved                                     | "                | 62,198    | - 73.3            | + 373.6       |
| Duration in man days  | "                | 1,026,810 | - 43.4            | + 781.6       |
| EARNINGS AND INCOME   |                  |           |                   |               |
| Average weekly wages and salaries (ind. comp.)†             | March            | 145.82    | + 0.8             | + 8.2         |
| Average hourly earnings (mfg.)†                             | "                | 3.46      | + 0.9             | + 7.8         |
| Average weekly hours paid†                                  | "                | 39.8      | + 0.3             | - 0.3         |
| Consumer price index (1961 = 100)                           | June             | 138.5     | + 0.1             | + 4.1         |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)‡ | March            | 134.0     | + 0.6             | + 3.2         |
| Total labour income (millions of dollars)†                  | "                | 4,510.1   | + 1.7             | + 11.4        |
| INDUSTRIAL PRODUCTION†                                      |                  |           |                   |               |
| Total (average 1961 = 100)                                  | May              | 186.5     | - 1.0             | + 5.6         |
| Manufacturing   | "                | 181.1     | - 1.3             | + 4.5         |
| Durables  | "                | 207.2     | - 1.3             | + 5.0         |
| Non-durables  | "                | 160.6     | - 1.2             | + 4.0         |
| NEW RESIDENTIAL CONSTRUCTION**                              |                  |           |                   |               |
| Starts  | May              | 20,783    | + 33.8            | + 36.9        |
| Completions   | "                | 17,210    | + 35.2            | + 22.5        |
| Under construction  | "                | 148,225   | + 2.2             | + 19.5        |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

\*\* Centres of 10,000 population or more.

# Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

## Strikes and Lockouts, 1967-1972

| Month or Year | Strikes and Lockouts in Existence During Month or Year |                      |                  |                      |                                    |
|---------------|--|----------------------|------------------|----------------------|------------------------------------|
|               | Strikes and Lockouts Beginning During Month or Year    | Strikes and Lockouts | Workers Involved | Duration in Man-Days | Per Cent of Estimated Working Time |
| 1967          | 498  | 522                  | 252,018          | 3,974,760            | 0.25                               |
| 1968          | 559  | 582                  | 223,562          | 5,032,730            | 0.32                               |
| 1969          | 566  | 595                  | 306,799          | 7,751,880            | 0.46                               |
| 1970          | 503  | 542                  | 261,706          | 6,539,560            | 0.39                               |
| *1971         | 539  | 561                  | 236,864          | 2,910,580            | 0.17                               |
| *1971—May     | 39   | 90                   | 13,113           | 116,470              | 0.08                               |
| June          | 81   | 130                  | 47,209           | 289,960              | 0.19                               |
| July          | 46   | 112                  | 35,175           | 329,530              | 0.22                               |
| August        | 62   | 124                  | 31,144           | 389,320              | 0.24                               |
| September     | 40   | 117                  | 30,432           | 319,110              | 0.22                               |
| October       | 38   | 100                  | 36,908           | 318,160              | 0.22                               |
| November      | 66   | 93                   | 20,458           | 232,690              | 0.15                               |
| December      | 26   | 81                   | 14,236           | 156,320              | 0.10                               |
| *1972—January | 32   | 75                   | 16,399           | 137,370              | 0.09                               |
| February      | 31   | 77                   | 27,071           | 245,930              | 0.17                               |
| March         | 35   | 84                   | 230,702          | 351,870              | 0.23                               |
| April         | 38   | 94                   | 232,706          | 1,812,570            | 1.30                               |
| May           | 50   | 107                  | 62,198           | 1,026,810            | 0.65                               |

\* Preliminary.

## Strikes and Lockouts, May, 1972, by Industry, (Preliminary)

| Industry                     | In Effect During Month        |                      |                  |           |
|------------------------------|-------------------------------|----------------------|------------------|-----------|
|                              | Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days  |
| Forestry                     | —                             | 1                    | 800              | 17,600    |
| Mines                        | 5                             | 5                    | 1,994            | 6,950     |
| Manufacturing                | 29                            | 59                   | 11,003           | 122,250   |
| Construction                 | 3                             | 9                    | 24,824           | 611,520   |
| Transportation and utilities | 4                             | 11                   | 5,940            | 50,680    |
| Trade                        | 4                             | 9                    | 315              | 2,650     |
| Finance                      | —                             | 1                    | 7                | 130       |
| Service                      | —                             | 4                    | 307              | 1,470     |
| Public administration        | 5                             | 8                    | 17,008           | 213,560   |
| ALL INDUSTRIES               | 50                            | 107                  | 62,198           | 1,026,810 |

## Strikes and Lockouts, May, 1972, by Jurisdiction (Preliminary)

| Jurisdiction         | In Effect During Month        |                      |                  |           |
|----------------------|-------------------------------|----------------------|------------------|-----------|
|                      | Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days  |
| Newfoundland         | 3                             | 3                    | 700              | 2,880     |
| Prince Edward Island | 1                             | 1                    | 13               | 20        |
| Nova Scotia          | —                             | 1                    | 194              | 580       |
| New Brunswick        | 2                             | 2                    | 1,220            | 3,530     |
| Québec               | 15                            | 32                   | 10,581           | 129,350   |
| Ontario              | 15                            | 38                   | 12,442           | 129,090   |
| Manitoba             | 3                             | 4                    | 854              | 3,280     |
| Saskatchewan         | 4                             | 4                    | 1,882            | 4,050     |
| Alberta              | —                             | —                    | —                | —         |
| British Columbia     | 4                             | 17                   | 28,854           | 706,770   |
| Federal              | 3                             | 5                    | 5,458            | 47,260    |
| ALL JURISDICTIONS    | 50                            | 107                  | 62,198           | 1,026,810 |

\*The one-day general strike by about 210,000 Quebec Government employees is included under Public Administration although hospital employees, teachers, civil servants, hydro employees, and liquor board workers were involved.



# **Strikes and Lockouts Involving 100 or More Workers, September 1972, (Preliminary)**

| Industry                  | Employer   | Union   | Workers Involved | Duration in Man-Days<br>May | Starting Date | Accu-<br>mulated  | Major Issues<br>Termination<br>Date | Result  |
|---------------------------|--|---|------------------|-----------------------------|---------------|-------------------|-------------------------------------|---|
| <b>Forestry</b>           |  |   |                  |                             |               |                   |                                     |   |
|                           | Forest Industrial Relations,<br>Coast-wide, B.C.               | Woodworkers<br>(AFL-CIO/CLC)                                      | 800              | 17,600                      | 22,800        | April 17<br>—     |                                     | Workers want to equalize earnings in all camps—   |
| <b>Mines</b>              |  |   |                  |                             |               |                   |                                     |   |
| <b>METAL</b>              |  |   |                  |                             |               |                   |                                     |   |
|                           | Amerhcan Smelting and Refining Co. Ltd.,<br>Buchans, Nfld.     | Steelworkers<br>Local 5457 and I.B.E.W. Loc. 674<br>(AFL-COI/CLC) | 550              | 2,200                       | 2,200         | May 5<br>May 11   |                                     | Objections to a report from Arbitration Board on payment of retro-active vacation payments and other fringe benefits—Return of workers when court injunction issued                         |
|                           | Brunswick Mining (Noranda Ltd.)<br>Bathurst, N.B.              | Steelworkers<br>Loc. 5385<br>(AFL-CIO/CLC)                        | 950              | 2,850                       | 2,850         | May 27<br>—       |                                     | Protesting disciplinary measures meted to a worker—   |
|                           | Québec Iron and Titanium Corp.,<br>Hayre St. Pierre, Qué.      | Steelworkers<br>Loc. 4466<br>(AFL-CIO/CLC)                        | 250              | 750                         | 750           | May 29<br>—       |                                     | Wages, working conditions—  |
| <b>NON-METAL</b>          |  |   |                  |                             |               |                   |                                     |   |
|                           | Cominco Potash Vanscoy, Sask.                                  | Steelworkers<br>Loc. 7552<br>(AFL-CIO/CLC)                        | 202              | 810                         | 810           | May 26<br>—       |                                     | Alleged breakdown in negotiations—  |
| <b>Manufacturing</b>      |  |   |                  |                             |               |                   |                                     |   |
| <b>FOOD AND BEVERAGES</b> |  |   |                  |                             |               |                   |                                     |   |
|                           | York Farms, Division of Canada Packers Ltd.<br>Brantford, Ont. | Food Workers<br>Loc. P469<br>(AFL-CIO/CLC)                        | 202              | 2,020                       | 12,530        | Feb. 17<br>May 11 |                                     | Working conditions, fringe benefits, wages—47¢ an hr. increase for maintenance workers, 38¢ to 40¢ an hr. for production workers; 4 weeks vacation after 15 years, other improved benefits. |
|                           | W. Lowney's Ltd.,<br>Montreal, Qué.                            | Bakery Workers<br>Loc. 973<br>(AFL-CIO/CLC)                       | 125              | 630                         | 1,880         | Apr. 17<br>May 6  |                                     | Not reported—Not reported.  |
|                           | Great A&P Tea Co. Ltd.<br>Montreal, Qué.                       | Bakery Workers<br>Loc. 55<br>(AFL-CIO/CLC)                        | 100              | 1,800                       | 1,800         | May 8<br>—        |                                     | Not reported—   |
|                           | Dare Food (Biscuit Division)<br>Ltd.,<br>Kitchener, Ont.       | Brewery Workers<br>Loc. 173<br>(AFL-CIO/CLC)                      | 380              | 1,330                       | 1,330         | May 26<br>—       |                                     | Wages, hours—   |
| <b>RUBBER</b>             |  |   |                  |                             |               |                   |                                     |   |
|                           | Uniroyal Limited,<br>Kitchener, Ont.                           | Rubber Workers<br>Loc. 80<br>(AFL-CIO/CLC)                        | 1,125            | 2,250                       | 2,250         | May 25<br>May 27  |                                     | Suspension of some workers—<br>Return of workers.   |

# Strikes and Lockouts Involving 100 or More Workers, September 1972, (Preliminary) (cont.)

| Industry                 | Employer   | Union   | Workers Involved | Duration in Man-Days<br>May | Starting Date | Accu-<br>mulated  | Major Issues<br>Termination<br>Date | Result  |
|--------------------------|--|---|------------------|-----------------------------|---------------|-------------------|-------------------------------------|---|
| TEXTILES                 |  |   |                  |                             |               |                   |                                     |   |
|                          | Celanese Canada,<br>Drummondville, Qué.                        | Textile Workers<br>Union Loc. 1730<br>(AFL-CIO/CLC) | 160              | 1,120                       | 1,120         | May 22<br>—       |                                     | Wages, other matters—   |
| WOOD                     |  |   |                  |                             |               |                   |                                     |   |
|                          | Canada Veneers,<br>Pembroke, Ont.                              | Carpenters<br>Loc. 2754<br>(AFL-CIO/CLC)            | 210              | 420                         | 420           | May 30<br>—       |                                     | Wages, hours—   |
| PRINTING AND PUBLISHING  |  |   |                  |                             |               |                   |                                     |   |
|                          | The Regina Employing<br>Printers Association,<br>Regina, Sask. | Various unions                                      | 130              | 1,560                       | 1,560         | May 15<br>—       |                                     | Wages—  |
| METAL FABRICATING        |  |   |                  |                             |               |                   |                                     |   |
|                          | Macotta Company of<br>Canada Ltd.,<br>Rexdale, Ont.            | Steelworkers<br>Loc. 5165<br>(AFL-CIO/CLC)          | 127              | 2,160                       | 6,220         | Mar. 15<br>May 25 |                                     | Not reported—Not reported.  |
|                          | Canadian Canndrs Ltd,<br>Burlington, Ont.                      | Machinists<br>Loc. 863<br>(AFL-CIO/CLC)             | 160              | 3,520                       | 5,360         | April 13<br>—     |                                     | Wages, hours, benefits—   |
|                          | Manitoba Bridge and<br>Engineering Works,<br>Winnipeg, Man.    | Steelworkers<br>Loc. 4087<br>(AFL-CIO/CLC)          | 200              | 200                         | 200           | May 19<br>May 23  |                                     | Disciplinary suspenshon of 21<br>workers—Return of workers.   |
|                          | McAvity-Crane<br>Canada Ltd.<br>Saint John, N.B.               | Molders Loc. 57<br>(AFL-CIO/CLC)                    | 270              | 680                         | 680           | May 29<br>—       |                                     | Wages—  |
|                          | Disston Canada<br>Limited,<br>Acton, Ont.                      | CLC—directly<br>chartered                           | 104              | 210                         | 210           | May 29<br>—       |                                     | Wages, fringe benefits—   |
| MACHINERY                |  |   |                  |                             |               |                   |                                     |   |
|                          | Gilbarco Canada Ltd.<br>Brockville, Ont.                       | Gilbarco<br>Employees Union                         | 113              | 1,700                       | 3,850         | April 4<br>May 23 |                                     | Wages, fringe benefits—25¢ an hr.<br>increase retroactive to Feb. 16,<br>1972, 20¢ in 1973.   |
|                          | Canadian Co-op<br>Implements Ltd.,<br>Winnipeg, Man.           | Steelworkers<br>Loc. 3960<br>(AFL-CIO/CLC)          | 310              | 310                         | 310           | May 1<br>May 2    |                                     | Dissatisfaction with the progress<br>of contract negotiations—Return<br>of workers.   |
|                          | Canadian Co-op,<br>Implements Ltd.,<br>Winnipeg, Man.          | Steelworkers<br>Loc. 3960<br>(AFL-CIO/CLC)          | 310              | 2,020                       | 2,020         | May 9<br>May 18   |                                     | Wages—23¢ anhr. increase<br>retroactive to Mar. 1, 1972, 7¢<br>Sept. 1, 1972, 23¢ Mar. 1, 1973, 7¢<br>Sept. 1, 1973; 3 weeks vacation<br>after 8 years. |
| TRANSPORTATION EQUIPMENT |  |   |                  |                             |               |                   |                                     |   |
|                          | De Havilland Aircraft<br>of Canada Ltd.,<br>Downsview, Ont.    | Auto Workers<br>Loc. 112 (CLC)                      | 911              | 20,040                      | 84,720        | Jan. 20<br>—      |                                     | Wages, other matters—   |
|                          | Gidon Industries Ltd,<br>Rexdale, Ont.                         | Steelworkers<br>Loc. 5482<br>(AFL-CIO/CLC)          | 232              | 5,100                       | 10,670        | Mar. 27<br>—      |                                     | Not reported—   |
|                          | Truck Engineering Ltd,<br>Woodstock, Ont.                      | Auto Workers<br>Loc. 636 (CLC)                      | 110              | 1,980                       | 1,980         | May 8<br>—        |                                     | Wages, holidays, pension plan,<br>vacations—  |



# **Strikes and Lockouts Involving 100 or More Workers, September 1972, (Preliminary) (cont.)**

| Industry                             | Employer  | Union  | Duration in<br>Man-Days Date |         | Starting<br>Date | Major Issues<br>Termination<br>Date | Result  |
|--------------------------------------|---|--|------------------------------|---------|------------------|-------------------------------------|---|
|                                      |   |  | Workers<br>Involved          | May     | Accu-<br>mulated |                                     |   |
|                                      | Port Weller Dry Docks Ltd.<br>St. Catharines, Ont.  | Boilermakers<br>Loc. 680<br>(AFL-CIO/CLC)                    | 400                          | 400     | 400              | May 24<br>May 25                    | Protesting lack of safety facilities—Return of workers.                   |
| <b>ELECTRICAL PRODUCTS</b>           |   |  |                              |         |                  |                                     |   |
|                                      | Westinghouse Canada Ltd.,<br>Hamilton, Ont.   | U.E. Loc. 504<br>(IND.)                                      | 3,004                        | 37,550  | 37,550           | May 12<br>—                         | Wages—  |
| <b>NON-METALLIC MINERAL PRODUCTS</b> |   |  |                              |         |                  |                                     |   |
|                                      | Domtar Construction Materials Ltd.,<br>Delson, Qué.   | Chemical Workers<br>Loc. 602<br>(CLC)                        | 100                          | 2,200   | 2,200            | April 29<br>—                       | Wages, management rights, other matters—                                  |
|                                      | Cegelec Industrie Inc.<br>LaPrairie, Qué.   | Metallurgists' Miners and Chemical Workers Federation (CNTU) | 170                          | 2,550   | 2,550            | May 10<br>—                         | Delayed negotiations in a new contract—                                   |
| <b>CHEMICAL PRODUCTS</b>             |   |  |                              |         |                  |                                     |   |
|                                      | Dupont of Canada Ltd.<br>Maitland, Ont.   | Chemical Workers' Loc. 536<br>(CLC)                          | 535                          | 11,770  | 11,770           | May 1<br>—                          | Wages—  |
| <b>Construction</b>                  |   |  |                              |         |                  |                                     |   |
|                                      | Five glass companies<br>Ottawa area, Ont.   | Painters<br>Loc. 200<br>(AFL-CIO/CLC)                        | 125                          | 1,250   | 3,630            | April 4<br>May 15                   | Wages—18% wages increase in a 27-month contract.                          |
|                                      | Construction Labour Relations Assoc.,<br>Province-wide, B.C.  | Plumbers<br>Loc. 170<br>(AFL-CIO/CLC)                        | 153                          | —       | 1,380            | April 18<br>May 1                   | Not reported—Not reported.  |
|                                      | Construction Labour Relations Assoc.,<br>Province-wide, B.C.  | Sheet Metal Workers Loc. 280<br>(AFL-CIO/CLC)                | 130                          | —       | 390              | April 26<br>May 1                   | Not reported—Not reported.  |
|                                      | Construction Labour Relations Assoc.,<br>Province-wide, B.C.  | Various Building Trade Unions                                | 23,000                       | 506,000 | 506,000          | Apr. 28<br>—                        | Wages—  |
|                                      | Saskatchewan Construction Assn. & Regina Allied Printing Trades,<br>Regina, Sask.                       | Various unions   | 1,100                        | 550     | 550              | May 9<br>May 9                      | Dissatisfaction over progress in contract negotiations—Return of workers. |
|                                      | The Saskatchewan Construction Association Labour Relations Council<br>Various locations<br>Saskatchewan | Bricklayers<br>Loc. 1<br>(AFL-CIO/CLC)                       | 450                          | 1,130   | 1,130            | May 29<br>—                         | Wages—  |

# Strikes and Lockouts Involving 100 or More Workers, September 1972, (Preliminary) (cont.)

| Industry                            | Employer   | Location | Union   | Duration in Man-Days |        | Starting         | Major Issues Termination Date | Result   |
|-------------------------------------|--|----------|---|----------------------|--------|------------------|-------------------------------|--|
|                                     |  |          |   | Workers Involved     | May    | Accu-<br>mulated |                               |  |
| <b>Transportation and Utilities</b> |  |          |   |                      |        |                  |                               |  |
| TRANSPORTATION                      |  |          |   |                      |        |                  |                               |  |
|                                     | Halifax Transit Corp.<br>Halifax, N.S.   |          | Transit Union<br>Loc. 508<br>(AFL-CIO/CLC)                    | 194                  | 580    | 7,460            | Mar. 13<br>May 4              | Wages—26¢ per hr. increase retroactive to Jan. 1, 1972, 19¢ Jan. 1, 1973, 10¢ Jan 1, 1974; other improvements.   |
|                                     | *Voyageur (1969) Inc.<br>Montreal, Qué.  |          | Teamsters<br>Loc. 106 (Ind.)                                  | 300                  | —      | 8,640            | Mar. 22<br>May 1              | Wages, hours, fringe benefits—Minimum daily wage of \$24 plus 15¼¢ per mile immediately, 16½¢ after first year, 17¢ after second year; \$200 lump sum for time lost during strike. |
|                                     | Roadway Transport Limited,<br>Oshawa, Ont.   |          | Teamsters<br>Loc. 938 (Ind.)                                  | 100                  | 200    | 200              | April 29<br>May 3             | Protesting the use of out-of-town drivers—Return of workers when issue resolved.   |
|                                     | *Maritime Employees Assoc.<br>Montreal, Trois Rivières and Québec City, Qué.       |          | I.L.A. Locs. 375, 1846 and 1739<br>(AFL-CIO/CLC)              | 3,275                | 40,510 | 40,510           | May 12<br>—                   | Interpretation of new contract regarding size of gangs—  |
| COMMUNICATION                       |  |          |   |                      |        |                  |                               |  |
|                                     | *Canadian Broadcasting Corporation (Rotating)<br>Various locations<br>Canada-wide. |          | Broadcast Employees (NABET)<br>various locs.<br>(AFL-CIO/CLC) | 2,110                | 6,000  | 30,600           | Jan. 21<br>—                  | Wages, fringe benefits, job security, other improvements—  |
| <b>Service</b>                      |  |          |   |                      |        |                  |                               |  |
| EDUCATION                           |  |          |   |                      |        |                  |                               |  |
|                                     | CEGEP de Rouyn,<br>Rouyn, Qué.   |          | Teachers Federation (CNTU)                                    | 120                  | 360    | 4,800            | Mar. 8<br>May 3               | Protesting cancellation of isolation pay—Not reported.   |
|                                     | CEGEP de Rosemont,<br>Rosemont, Qué.   |          | Teachers Federation (CNTU)                                    | 150                  | 300    | 4,200            | Mar. 24<br>May 2              | Not reported—Not reported.   |
| <b>Public Administration</b>        |  |          |   |                      |        |                  |                               |  |
| PROVINCIAL ADMINISTRATION           |  |          |   |                      |        |                  |                               |  |
|                                     | Government of British Columbia (Highways Dept.)<br>Prince George, B.C.             |          | B.C. Government Employees Union                               | 100                  | 100    | 100              | May 1<br>May 2                | Wages, working conditions—Return of employees.   |
|                                     | Government of British Columbia,<br>Southern Vancouver Island, B.C.                 |          | B.C. Government Employees Union                               | 170                  | 170    | 170              | May 10<br>May 11              | Wages, working conditions—Return of workers.   |
|                                     | Government of British Columbia (Highways Dept.)<br>West Vancouver, B.C.            |          | B.C. Government Employees Union                               | 600                  | 600    | 600              | May 30<br>May 31              | Wages, working conditions, fringe benefits—Return of workers.  |



# **Strikes and Lockouts Involving 100 or More Workers, September 1972, (Preliminary)**

| Industry   |  | Duration in<br>Man-Days Date |         | Starting         |                                     |  |
|--|--|------------------------------|---------|------------------|-------------------------------------|--|
| Employer   |  | Workers<br>Involved          | May     | Accu-<br>mulated | Major Issues<br>Termination<br>Date | Result   |
| Location   | Union  |                              |         |                  |                                     |  |
| LOCAL ADMINISTRATION   |  |                              |         |                  |                                     |  |
| Metro and City of<br>Toronto,<br>Metro Toronto, Ont.   | Public Employees<br>Loc. 43 (CLC)  | 3,750                        | 26,250  | 82,500           | April 10<br>May 9                   | Wages—8% wage increase this<br>year, second-year wage increase<br>and other issues up to an<br>arbitrator.                                     |
| Ville de Laval -<br>City of Laval,<br>Chomedey, Qué.   | Public Employees<br>Loc. 1113 (CLC)  | 352                          | 3,870   | 5,980            | April 21<br>May 16                  | Wages, fringe benefits, job secu-<br>rity—7% wage increase retro-<br>active to Jan. 27, 1972, 7% Jan.<br>27, 1973; other improved<br>benefits. |
| Five Greater<br>Vancouver Municipalities,<br>Vancouver, Burnaby,<br>New Westminster,<br>Delta and Richmond, B.C. | Public Employees<br>various locals<br>(CLC) and Municipal<br>and Regional<br>Employees Union | 3,980                        | 78,230  | 83,430           | April 27                            | Wages, fringe benefits—  |
| Ville de Montréal -<br>City of Montreal,<br>Montreal, Qué.   | Public Employees<br>Loc. 301 (CLC)   | 8,000                        | 104,000 | 104,000          | May 12<br>—                         | Job security—  |

\*Federal jurisdiction

October 1972

# The Labour Gazette





The proportion of the nation's resources used to fill corporate needs has increased rapidly since the end of World War II. With government, at all levels, continuing to absorb more and more of the social costs of production, such as medicare, pensions and insurance, corporations can successfully defend their profits. The result is private benefit—at public cost. See: The Fiscal Crisis, Part I of The Fiscal Crisis and the Revolt of the Public Employee, by Richard Deaton, p. 512.



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## News briefs

■ More than \$43 million have been awarded since 1963 under the United States Equal Pay Act to 104,600 workers, mostly women, who charged employers for not paying equal wages for work of equal value. The awards, made up of back pay and court costs, represent only a small amount of all money paid out by employers as 95 per cent of all equal pay cases are settled out of court, and not recorded by the Labor Department.

These estimates were compiled for the U.S. Government by Ronald L. Oaxaca, an assistant professor of economics at the University of Western Ontario, from a recent study done on sex discrimination in the Bell System. He had earlier devised a formula that suggested sex discrimination accounts for as little as 52 per cent and as much as 78 per cent of the male-female wage differential. In the United States, working men received an average salary of \$9,918 in 1970 while women earned an average wage of \$5,675. In 1970, U.S. women workers earned a total of \$67 billion less than male workers. By Oaxaca's formula, the difference in total earnings because of sex discrimination may amount to as high as \$51.9 billion and as low as \$34.8 billion.

Oaxaca's statistics showed also that black women, as a group, are subjected to an even higher rate of sex discrimination in work pay. The figures indicate, he said, that women are not only underpaid for work equal to that of men but they are also denied access to many higher paying jobs.

■ Forthcoming increases in federal minimum wage levels have been announced in both Canada and the United States. Effective November 1, 1972, the minimum wage for workers over 16 years of age in companies under Canadian federal jurisdiction will rise 15 cents an hour to \$1.90. The minimum wage for workers 16 years or under will also be raised 15 cents to \$1.65 an hour. Announcement of the increase followed Cabinet approval of the move.

In the United States, the Senate endorsed a bill that would raise the hourly minimum wage to \$2.20 from \$1.60. After rejecting a proposal by President Nixon for a \$2.00 minimum, the Senate voted 65 to 27 for the higher minimum wage level.

■ "Separate but united" might be the best way to describe Italy's three large labour confederations: C.G.I.L. (social-communist confederation), C.I.S.L. (catholic confederation), U.I.L. (social democrat and republican confederation). This was the comment of Father Virilio Levi, co-director of the Vatican's official publication *l'Osservatore Romano*, as he passed through Ottawa on a fact-finding trip across Canada.

The three confederations have been examining the possibility of a merger for ten years. Each time a union is imminent, though, one confederation or another reconsiders the implications of complete fusion and manoeuvres to guard its independence. The C.I.S.L. and the U.I.L., in particular, wonder whether the advantages gained from a united labour front justify the risk of admitting the communist C.G.I.L. as an ally. They fear it would be like bringing a Trojan horse into their midst."

Co-operative management of factories seems only a distant possibility, notably in the case of Fiat where there has been talk of doing away with assembly lines and bringing in "a new way to construct an automobile." According to Father Levi, the slow evolution of Fiat management's attitudes is preventing joint labour-management discussions on this point and others concerning the industry.

Unemployment in Italy is only "psychological," according to Father Levi. It is just sufficient to allow some rotation of personnel and some movement of workers to the interior and to other countries.

■ Israeli workers will soon receive considerable wage increases, thanks to a two-year, country-wide wage agreement recently signed by the Israeli Federation of Labour, Histadrut, and employers for the period 1972 and 1973. Under the agreement, all Israeli workers will receive a cost of living allowance of 8 per cent of the basic wages, retroactive to January 1, 1972. The allowance topped past increases in prices, and will compensate for price rises expected in 1972 and 1973. In addition, the allowance is not subject to taxes. The agreement provides also for an average 6 per cent wage increase in two annual instalments and the introduction of a minimum monthly wage of 425 Israeli pounds (about \$106), thus considerably raising the living standards of the lowest-paid unskilled workers and bringing women's pay to a level equal with that of men.

■ Women workers are making progress in attaining wage parity with men, according to data compiled by the Department of National Revenue. A department sampling of between 4,500 and 6,500 taxpayers at varying income levels who have submitted income tax returns shows that women's salaries have increased an average of 46.9 per cent over the past five years while men's salaries have shown an average increase of 36.4 per cent.

The new 1970 figures show that women's salary increases have gone up 2 per cent over 1969 levels, while men's salary increases are down 2 per cent. If the present trend were to continue, women might reach wage parity with men by the year 1977. Wage equality is likely more distant, however, as the latest figures show male salary increases falling—a trend that is unlikely to continue.





## 50 years ago

■ After a year's investigation of "Work Periods in Continuous Industries," a committee of the Federated American Engineering Societies reported on the passing of the twelve-hour day. The committee stated that there were few continuous industries that did not have some twelve-hour plants, but of some forty or fifty continuous industries a number operated almost entirely on three shifts, although the majority were partly on two shifts and partly on three shifts, with three-shift operation in the majority. There were a half dozen industries in which the two-shift operation was so nearly universal that it was difficult to find an exception. Outside the steel industry the total number of employees on eight hour shifts was considerably larger than the total number of employees on twelve-hour shifts. Taking into consideration all continuous industries, between one-half and two-thirds of all workers on continuous operation were on shifts averaging twelve hours.

In its conclusions the committee stated that there were 300,000 wage earners in the United States working on twelve-hour shifts who, with their families, numbered more than one million persons. No technical difficulties had been encountered by the great majority of plants that had changed from a two- to three-shift operation. The seeming disadvantage of having three men instead of two responsible for a given product, process or equip-

ment was overcome by standardization and by using precision instruments. The effect of the eight-hour, as compared with the twelve-hour shift operation, on the quantity and quality of production, absenteeism and industrial accidents had been satisfactory when there had been good management and the co-operation of labour. A comparison of wage rates showed a general tendency to increase the rate per hour under the eight-hour shift so that daily earnings would be the same as they were before the change.

The report stated that in 1919 the United States Steel Corporation employed approximately 70,000 twelve-hour employees. Altogether, there were some 150,000 wage earners in the entire steel industry on twelve-hour shifts. The twelve-hour day was strongly established by custom in the iron and steel industry, but progress had been in the direction of a shorter day as well as in a reduction of the proportion of men on duty seven days a week. The investigators were assured by blast furnace operators on more than one occasion that the cost of producing pig iron was less on the eight-hour than on the twelve-hour day.

An analysis of the practice in vogue in the various continuous process industries showed that the three-shift plan prevailed in the non-ferrous metal industries, flour mills, petroleum works, and cereal food factories. The majority of plants were also on a three-shift basis in the glass industry, in paper factories, drug factories and water works. The following industries had twelve-hour shifts: cotton seed crushing, cane sugar mills except those of the American Sugar Refining Company, beet sugar factories, cement, lime and fertilizer works (acid plant employees), and most explosive, industrial alcohol and soap plants.

The general conclusions of the committee were that the tendency throughout the world was toward the abolition of the twelve-hour shift, and in almost every continuous industry, plants operating on an eight-hour-shift basis were in competition with twelve-hour-shift plants.

In a number of plants, where the change had been made with success, management reported better physical and mental condition of workmen; improvement in class of workmen; less shirking, tardiness, absenteeism, labour turnover and industrial accidents; improved spirit and co-operation of workmen; more exact adherence to instructions on working methods; more uniform methods with consequent attainments of standards; better quality of product; increased output per man per hour; less material used; less waste; longer equipment life with fewer repairs; and greater prestige with the public.

■ A legal decision affecting the right to compensation of a workman injured in a foreign country was taken in the Québec court case of *Bonneau versus Live Fish Company, Limited*.

A sailor whose home was in Québec was employed on a barge belonging to a company that had its headquarters in the province of Québec. The vessel was engaged in exporting fish from Québec to New York state. While the barge was being moved to a wharf in that state, the sailor got caught in the coils of a mooring cable that was released so quickly that it cut off his foot. He brought an action against his employer in the Superior Court of Québec under the Workmen's Compensation Act, claiming \$1,623.36 compensation for permanent partial incapacity, wages for a period of total incapacity, and expenses. The employer opposed this claim on the ground that the accident had taken place in the state of New York and the plaintiff had no legal recourse under the Workmen's Compensation law. The court disagreed with the employer. In the case of an industrial accident, the court declared, the law of the place of origin prevails when a workman performs his work in a foreign country. It is necessary that a ship resort to a single legislative authority, and it is agreed in international law that, because of the theory of extra territoriality, a vessel and its crew, at least with regard to their civil rights, remain subject to the laws of the country where the vessel is registered. For these reasons the court sided with the plaintiff and awarded him the sum of \$2,051.85 with interest and costs.

■ Some twenty delegates attended a convention of the *Amputations' Association of the Great War*, held at Vancouver on September 21, 22 and 23. They represented more than 2,000 veterans throughout Canada, each of whom had lost one or more limbs, or had suffered a total loss of eyesight. Among those who addressed the convention were Brigadier General J. A.



Clark, MP, Brigadier General A. D. McRae and W. H. McInnes of the Civil Service Commission of British Columbia.

In his address, the president, Rev. G. E. Lambert of Toronto, stated that the greatest problem before the association was unemployment. In the winter of 1921, about 164 amputation cases were unemployed in Toronto, 44 in Vancouver, 31 in Winnipeg, 25 in Victoria, 12 in Hamilton, and 5 in Regina, as well as others scattered throughout the country, making an estimated total of 325, or about 10 per cent of the total cases. As a result of correspondence with the Civil Service Commission, the association was receiving notices of vacant portmasterships throughout the country.

Two resolutions were passed dealing with the unemployment situation. It was decided to petition the federal and provincial governments to the effect "that in every office in their control where over ten men are employed, regulations be so made that a certain percentage of their staff shall be men suffering from 40 per cent or over war disability, with particular reference to amputation cases, and that this regulation be made to apply to all firms who receive state contracts." The other resolution urged the Government to appoint an amputation case to the Civil Service Commission.

The convention requested that the federal Government reorganize and enlarge the entire system known as Vets' shops to provide for the re-establishment of disabled men along the lines suggested in the report of the federal parliamentary committee on pensions, and eventually put control of this scheme into the hands of disabled soldiers' organizations; also, that the Government grant sufficient capital to enable men who had amputations to engage in business, and that the interest accruing to the Canadian Patriotic Fund be used for this purpose. It was recommended that the federal Government appropriate one half of the remaining balance of canteen funds to establish workshops for handicapped ex-soldiers in all the large cities of Canada, and that the Government should be requested to supplement the amount available by subsidizing these workshops until they were able to carry on as private enterprises.

It was decided to request the federal Government to maintain small artificial limb repair shops at Hamilton and at points on the Prairies. Another resolution asked that there be a reorganization of the Orthopaedic and Surgical Appliances Branch of the Soldiers' Civil Re-establishment Department, and suggested that, wherever possible, the work of administration be conducted by amputees.

The convention resolved to petition the federal Government to formulate a housing scheme to be administered by the Soldiers' Settlement Board and to apply to disabled soldiers.

■ A report was received from the Board of Conciliation and Investigation of the differences between the Père Marquette Railway Company and certain of its employees in Canada. The Board found itself in a peculiar position at the outset because of the international circumstances of the dispute. The railway was an American corporation, with the greater part of its mileage and the greater proportion of its employees in the United States. The employees in Canada had by preference attached themselves to the Railway Association Division No. 2, which was altogether under the control of the U.S. organization, rather than with the Canadian labour organization known as Division No. 4. The railway contended that the Canadian employees on its system were parties to the wages and working conditions references of the United States Labor Board, and were represented officially in the prosecution of their case when the proposed readjustment of wages was being considered by the U.S. Labor Board.

The employees contended that the railway had itself objected to the jurisdiction of the U.S. Labor Board in grievances of Canadian employees submitted to the U.S. Labor Board for adjudication. They stated also that, although their labour organization did represent both U.S. and Canadian employees, the Canadians could not possibly be considered parties to the wage references of the U.S. Labor Board, as the Board had already affirmed that it had no jurisdiction when it came to individual Canadian grievances.

The Board of Conciliation recommended that a rate of wages mutually agreed upon between the railway and its employees be paid, and that, in the event that there was no agreement, the wages were then to revert to the standard fixed by the U.S. Labor Board. If the Board should happen to increase the rate of wages, the increase was to apply automatically to the Canadian employees of the railway. And, if the Board could not consider the grievances of clerks, the company and the employees had to agree to an impartial tribunal. Both parties expressed their willingness to accept the findings of the Board of Conciliation.

## Public sector bargaining in Québec

Increased responsibility on the part of negotiating parties is essential to prevent the collapse of collective bargaining in Québec's public sector. Presenting a paper to the Canadian Industrial Relations Research Institute's ninth annual meeting in June, Prof. Jean Boivin of Laval University said that, although no "profound transformations" were needed in Québec bargaining structures, "negotiation will not work if the parties that evolve within that framework do not take their responsibilities and do not respect the rules of the game."

Boivin, speaking on the subject "Public Sector Bargaining in the Province of Québec," said of the recent strike in Québec's public service that "the Common Front's objectives of changing the whole political system" were never explained to the populace until after Bill 19 had been passed, forcing striking public employees back to work. The political aspect of the Common Front's action was downplayed until general support of union membership had been mustered for the \$100 a week demand, according to Boivin. He thinks that the general union membership did not support these political goals, saying, "In general, union rank and file is supposed to be less radical than the leadership, but in Québec the gap between the two has reached a magnitude greater than anywhere else in North America."

"By keeping the debate within the confines of traditional economic objectives," he stated, "the leadership could mobilize the rank and file for two targets at the same time. This is probably the reason why the Common Front leaders took so much time to reveal their real political intentions, though they have been obvious from union leaders' declarations for the last few years."

In conclusion, Boivin made two proposals to improve government-union relations. First, a more rigorous definition of essential services must be made (using the federal civil service as a point of reference). Second, a different timetable for negotiations is needed, one that would make it mandatory for parties to present their demands and offers two months before the contract expires; and negotiations should, in future, be terminated before adoption of the provincial budget.

In answer to a question, Boivin pointed out that he notes a distinction between radicalism and nationalism in the unions. Although the newly formed Congress of Democratic Trade Unions (Centrale du Syndicat Démocratique) seems less radical in its demands than the CNTU, he says, there is evidence that the CSD supports Québec nationalism to almost the same degree as does the CNTU.

Prof. Gérard Hébert of the University of Montreal, also speaking on the recent Québec public service strike, said that collective bargaining may be destroyed if the present structure is not changed. The "spontaneous and mandatory" widening of the bargaining unit, included in Bills 25 and 46, brought politicization and radicalization, including the use of civil disobedience and intimidation, to Québec's public sector. These developments, he maintained, may stifle collective bargaining as well as endanger arbitration if the Government is increasingly faced with union demands that it is unable to meet.

Hébert went on to question the future course of Québec unionism. If it is to follow the European path of political action, he said, then present union privileges such as security clauses and checkoff should be re-examined and perhaps suspended. Postulating on trade union development in Québec, Hébert noted that public servants in Québec may leave the CNTU if its policies fail to please them. This would be a terrible blow for an organization that has already lost 50,000 members, he said.





# The fiscal crisis and the public employee Part 1

by Richard Deaton

The expansion of the public or "state" sector of the economy in recent years has been accompanied by dramatic and sweeping advances in unionization. Despite this, little attention has been focused on why the public sector of the economy developed, what function the public sector fulfils and, most important, what role the public employee plays in the economy.

**An analysis and understanding of the structure, growth, and development of the public sector and its inter-relationship with the industrial sector and fiscal system is of key importance; in the long run, these relationships**

**will have pivotal, and increasing, importance in the collective bargaining and wage determination process of public employees.**

## **Why a public sector?**

The growth and expansion of the public sector and government expenditures in Canada serve a number of different, although related economic and political ends, directly or indirectly serving corporate interests. The major determinants of all levels of government expenditures stem from the general and specific interests of the corporate community as a whole or of specific industries. The Economic Council of Canada has said, "pol-

for encouragement of profitable business activity and opportunities, to meet the social overhead costs of private profit-making production, and to "socialize"—that is, to shift to the public sector the private costs and risks of production, thereby protecting and expanding profits. **The public sector of the economy has developed in such a way as to directly or indirectly support and meet corporate needs so that there are public costs and private benefits of production in the private profit-making corporate sector.**

The public sector—and government budgets—continuously expand as a result of the increasingly complex, interdependent and interrelated nature of economic production, demanding increased public services that can be funded only through government. Thus, the steady expansion of the state budget, expenditures and economic activities is a result of the increasing expenditure requirements of the corporate sector of the economy.

"The history of the industrialized economies," notes economist B. J. McCormick, "records the attempts . . . of state intervention to provide a framework for stability and growth." In North America and Canada this means, by definition, providing a "framework for stability and growth" for the private corporate sector of the economy by meeting its needs to expand production and profits.

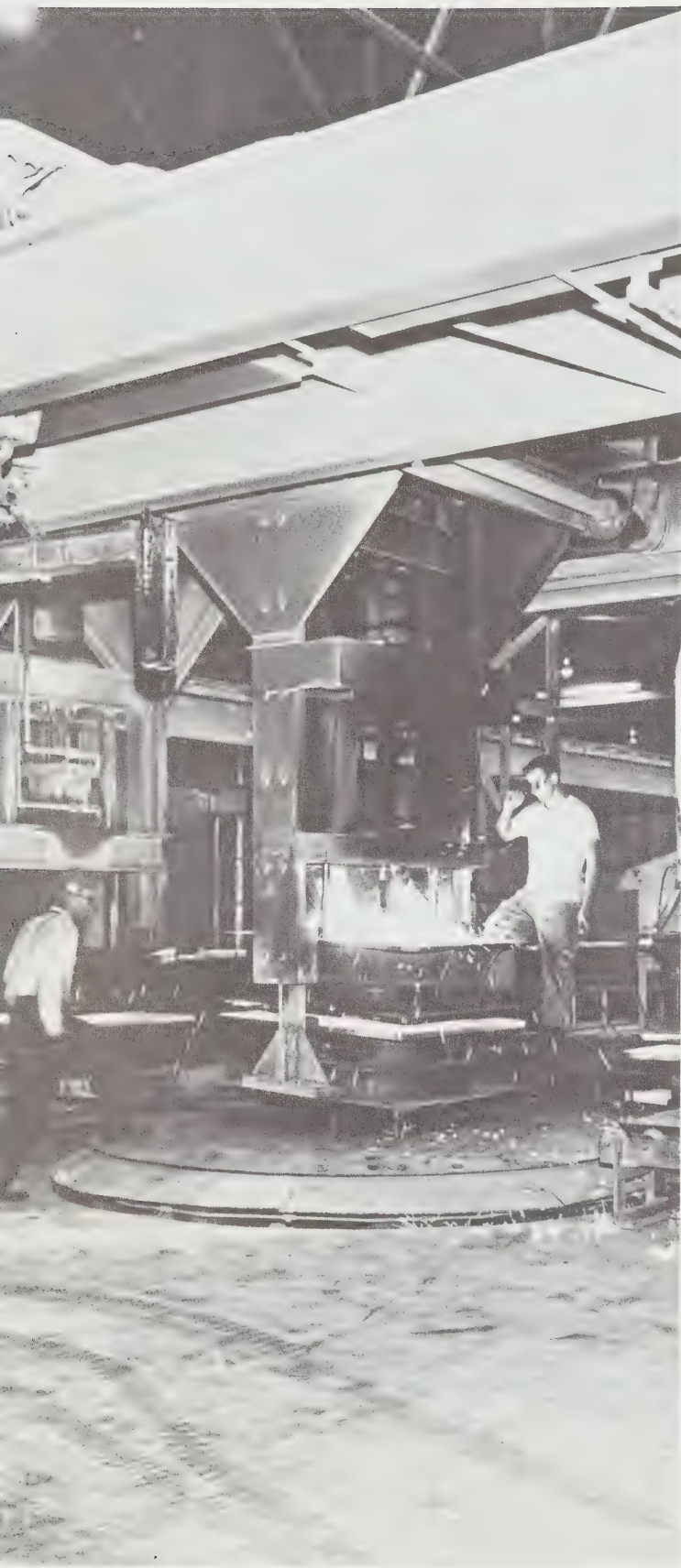
The development of the public sector provides the framework for the stability and growth of the corporate sector by absorbing the costs of social overhead and by making public or "socializing" the costs of maintaining the technical infrastructure—such as railroads, highways, schools, universities, hydro-electric power and hospitals. **The most expensive needs of corporations are research, development of new products and production processes, and above all, provision for the health, training and retraining requirements of the labour force. No one corporation or industry can afford to educate and train, and to maintain the health of its labour force, or to channel profits into the necessary amount of research and development.**

The various levels of government engage in "complementary investment"—that is, investment that will stimulate private investment (and therefore profits) or aid the corporate sector. Such direct government investment to aid the private sector takes the form of such fa-

icy emphasis and ideological factors play an important role in . . . government expenditure patterns." Furthermore, the level of public expenditures, according to public finance expert R. M. Bird is, "the result of an interlocking series of decisions and actions, past and present . . . (and) are made by those who play the roles of 'politicians'" and the interests they represent.

The origins and development of the public sector are rooted in the past. Historically, the public sector in Canada evolved to complement and meet the needs of the private profit-making sector of the economy—to build the necessary technical infrastructure (support services) for the corporate sector, to generate investment





cilities as harbours, highways into depressed areas, Crown corporations, regional expansion programs, and airports. As one mayor of a major Ontario municipality put it, "this (City) council has a responsibility to provide facilities . . . that aid the further development of commerce and business."

The various levels of government absorb the social costs of production and minimize the risks of private production. In his special study on the government's and private sector's role in economic life, George Steiner points out that one of the most important functions of government is the "socialization of risk"—that is, the assumption by government, rather than by individuals, of the risks associated with operation of the economic system. Through the public sector, government absorbs the social costs of production by providing for pollution control, sanitation services, medicare, unemployment insurance, and the Canada Pension Plan, for example. The private risks of production are absorbed socially—that is, at public expense—through devices like government subsidies, grants, fast write-off depreciation allowances, "forgivable loans," and the underwriting of consumer credit and corporate research and development.

The needs of corporate interests are thus fulfilled through the public sector by having the direct or indirect costs of private production shifted to government budgets—to tax-paying workers as a whole. Therefore, there is a public cost and a private benefit, which is how corporations have successfully defended their profits.

### Growth of the public sector

In Canadian economic history, Government has played a major role in guiding and stimulating economic development. The relationship and dynamics between the state and the interests it represents is an involved and complex subject. It must be realized that there is interaction and overlapping of economic and social interests between national, regional and local capital. Each level of government operates within its particular limitations to achieve its own objectives. This overlapping of economic and social interests is best understood when it is realized that **there are conflicts between the long-term interests of the business community as a whole and the short-term interests of its particular segments. Within this framework, Canadian governments have seen themselves as partners with business.** Historian Kenneth McNaught writes that, "The duty of government, in the eyes of most businessmen, was to step in to provide a

climate and facilities favourable to investment wherever private capital either failed or was unwilling to do the job." In Canada, the state has been used by a weak business class to undertake and protect economic activities that this group could not initiate and sustain by itself. Therefore, in the last analysis, "the creation of a national economy," economic historian H. G. Aitken can say, "was as much a political as an economic achievement."

One of the key functions of the state, according to economist H. Patton, is to "take upon itself the function of compensating for the inadequacies of the private economy by such activities of its own . . ." Both in historical and contemporary terms, "compensating for the inadequacies of the private economy," in fact, complements the needs of the corporate sector by providing the technical infrastructure (support services) for the corporate sector, lowering costs for corporations by absorbing social overhead costs, and socializing the costs and risks of the private sector. The growth of the public sector has been a necessity for the expansion of the private profit-making sector because it compensated for the inadequacies of the private economy. **Further growth of the public sector will be necessary to meet corporate needs, and it will be paid for by workers through the taxation and budgetary mechanisms.**

Historically, Canadian governments at various levels have served corporate interests through a variety of means. They have made land grants and allowed free homesteading, and aided the building of a national railway system by borrowing abroad and lending credit through guarantee. Tariff-protected industrialization was a systematic attempt to develop the corporate sector. "The assertion that the State," Aitken writes, "in the form of the federal Government was merely acting as the agent . . . of private economic interests—the sale of the Hudson's Bay Company lands, and the chartering of a Pacific railroad—could probably be supported."

The provincial governments laid the infrastructure to support the corporate sector by heavy investments in education, highways, and the nationalization of hydro-electric power. For example, in Ontario within two decades, many key sectors of the infrastructure were established nearly simultaneously. Between 1900 and 1925, hydro-electric power was provincialized, important concessions by the provincial Government were made to corporations like Inco, and highways were built into the mining regions of the northern interior. Thus, under state guidance, the infrastructure was laid that was necessary for a modernized economy.

More recently, by sharing the overlapping fiscal responsibilities to national, regional, and local capital, both the federal and provincial governments have aided the corporate sector by making heavy investments in people through manpower retraining, health and welfare services, worker mobility, research and development, and exploration for natural resource development. And where private industry has been too timid to risk its own money, the federal and provincial governments have created Crown corporations in key areas of the economy.

**The pattern of government expenditures in the public sector has also served to further reinforce the "metropolis-hinterland" relationship between the U.S. and Canada. Especially at the provincial level, the pattern of government expenditures has systematically balkanized the Canadian economy by rationalizing the development and exploitation of key sectors of the economy.**

A brief analysis of key areas of the economy will show how the government at various levels, through the development of the public sector, has served corporate interests.

#### **Railroads and airlines**

From the early 1850s, building and operating railways was a major concern of Canadian businessmen. A number of Fathers of Confederation were solicitors for railways and attached a great deal of importance to their construction. Through transcontinental railway construction, the federal Government took a prominent part in developing the corporate economy between 1867 and 1914. The Railway Act of 1881 called for a subsidy of \$25 million and 25 million acres to business interests, and it also provided the necessary transportation network and linkages to markets. The east-west linkages, it was hoped, would protect the interests of Canadian businessmen by preventing American corporate penetration and competition.

The railway lobby at the turn of the century was so powerful that Canada was not a country with a railway but a railway with a country. One politician of this period openly proclaimed, "Railroads are my politics." Sir Thomas White, minister of finance in 1917, put the case in the House: "the large financial assistance which we



have been granting to these companies ... is against public policy while the ownership of these roads is in private hands ... If the public does the financing, the public should enjoy the reward."

The Canadian National, created in 1923 through mergers of bankrupt trunk lines, was publicly owned, not by design but by necessity. Much of the vigour of the economy in the 1920s would have been inhibited had not the Government rationalized railway transportation.

The following table indicates that the corporate community is the prime user of rail services.

#### Railway Operating Revenue, 1969

| Sources of<br>Railway Operating Revenue | Per cent of Total<br>Revenue |
|---|------------------------------|
| Freight service.....                    | 85.0                         |
| Passenger service.....                  | 6.8                          |
| Other.....                              | 8.1                          |

Source: Railway Transport Financial Statistics, 1969. Statistics Canada, 1970. Table 1.

More recently the 1951 MacPherson Royal Commission report was blunt on the economics of the privately owned CPR: "To the extent that ... rail passenger services (are) operating at a loss ... it shall be the responsibility of the nation to bear that loss." Jean Marchand, then president of the CNTU, warned that "transportation policy ... must be linked to the common good and not to the profitability of private enterprise."

Airlines, too, primarily serve corporate interests at public expense. Trans Canada Airlines, the precursor to Air Canada, was formed under state sponsorship because the necessary capital couldn't be mobilized in the private sector for this risky venture. According to *The Financial Analyst Journal* (Oct. 1966), nearly 75 per

cent of all airline passengers are businessmen. As with railroads, airlines receive heavy government subsidies in the form of public airports, navigation aids, meteorological services and, in part, government operation. Airlines have afforded big business a speedy form of transportation in its relentless search for fun and profits.

#### Hydro-electric power

The provincial governments laid the groundwork for the expansion of a modernized economy by nationalizing hydro-electric power. An integrated, nationalized and coordinated energy grid is a prerequisite for industrialization undertaken by the private sector. In the words of economist Ian Drummond, "private businesses have benefited handsomely from cheap power ..." Hydro-electric power is the keystone of industry and industrial expansion. It is fundamental to economic expansion because all other industries depend upon it. The general planning, co-ordination of services and equalization of rates was a necessity for continued industrial and economic expansion and could be accomplished only through the nationalization of a large part of the privately owned sector of the electric industry in the interests of the business community as a whole.

The following table reveals who is the primary consumer of electric power.

#### Electric Utilities in Canada, Public and Private 1969

| Electric Energy<br>Consumed by<br>Sector      | Per cent of Total<br>Electric Energy<br>Consumed | Per cent of Revenue from<br>Total Electric Energy<br>Sales Revenue |
|---|--|--|
| Industry, as ultimate<br>consumer.....        | 42   | 31.2   |
| Industry with gener-<br>ating facilities..... | 13   | 5.5  |
| Commercial.....                               | 15   | 23.1   |
| Domestic.....                                 | 27   | 37.1   |
| Street Lighting.....                          | 1  | 2.3  |
| Exported.....                                 | 3  | .8   |

Source: "Disposal of Electric Energy, 1969," Electric Utilities, 1969, Statistics Canada, 1970.

Although industry consumes 70 per cent of the total hydro-electric power generated, it accounts for only 60 per cent of the revenue from energy sales. The domestic consumption of electricity accounts for 27 per cent, but provides for a little over 37 per cent of the revenue. Despite utility rates having been established on the basis of elasticities of demand for domestic and industrial consumption, as well as peakload pricing patterns, what is

suggested is that the public—workers—have absorbed or “socialized” a private cost of production for the private sector. In the broadest sense, industry has used the nationalized electrical utilities industry and had it administered so that there is a public expenditure and a private benefit in the form of support services and lower rates.

## Education

The education industry fulfils two functions: an increasingly refined training and selection mechanism for the labour force to meet the needs of industry, and a mechanism to instil in young students (future young workers) the norms and values of our corporate society.

The primary social function of the educational system is to perpetuate, extend and reinforce what has been termed an “ethico-cultural hegemony.” This ethico-cultural hegemony is the ideological cement of society. According to Professor Gwyn Williams, hegemony is: “a socio-political situation . . . in which the philosophy and practice of a society fuse or are in equilibrium; an order in which a certain way of life and thought is dominant . . . (and) is diffused throughout society in all its institutional (forms) . . . with its . . . taste, morality, customs, religious and political principles, and all social relations . . . An element of direction and control, not necessarily conscious, is implied.”

No one industry or corporation can afford to train its own labour force when there is no guarantee that the “investments” will not seek employment in other areas. The cost of losing trained manpower is especially high in those industries that employ technical workers with skills specific to a particular industrial process.

Thus, the costs of education and the maintenance of the educational system have been shifted to wage earners through the tax system. Free public education socialized the costs of educational training and created a labour force that could use new technology. “In order to cope with rapid technological change,” economist B. A. McFarlane states, “western societies have had to raise the level of education and skills of the population.” Universities are no longer merely producers of knowl-



edge, but are also producers of technical research and trained labour. The social sciences developed, according to business historian Loren Baritz, because “management came to believe in the importance of understanding human behavior because it became convinced that this was one way of improving its . . . profit margin.”

In general, the basic economic function of the education industry is to meet the manpower requirements of private profit-making industry. By supplying educated and trained workers, the educational system complements the needs of corporate production—hence the term, “in-



dustrial-education complex." A quick look at the types of degrees taken in post-secondary education substantiates the claim that the primary purpose of education is to supply the needs of the private sector of the economy.

#### Courses of Post-Secondary School Students, 1968-69

| Type of Program   | Per cent of Total Enrollment in Post-Secondary Schools |
|---|--|
| Engineering and Architecture...                               | 7.2  |
| Science .....   | 14.5   |
| Commerce .....  | 5.1  |
| Law .....   | 1.3  |
| Technical and Vocational (Community College and C.E.G.E.P.'s) | 15.5   |
| Liberal Arts .....  | 30.4   |
| Education and Teacher Training .....                          | 12.1   |
| Health Fields (Medicine, dentistry) .....                     | 9.4  |
| Other .....   | 4.5  |
| Total .....   | 100.0  |

Source: Calculated from Post-Secondary School Student Population Survey, 1968-69, Statistics Canada, 1970, pp. 119-21.

Nearly 44 per cent of all post-secondary school students are trained to meet the needs of industry, broadly defined. This is even more apparent for community colleges and CEGEPs. The Economic Council of Canada has said that community colleges "can ... best be described as multipurpose institutions making ... education more readily applicable to manpower needs ..."

#### Field of Specialization of Community College Graduates, 1969

| Field of Specialization                    | Per cent of Graduates in Field of Specialization as a Per cent of Total |
|--|---|
| Technologies and Vocational Programs ..... | 60  |
| Business and Commercial .....              | 12  |
| Applied Arts .....                         | 6   |
| University Transfer Programs .....         | 22  |
| Total .....                                | 100   |

Source: Canadian Community Colleges and Related Institutions, 1969-70, Statistics Canada, Table 4.

With respect to community colleges, the figures speak graphically for themselves: 72 per cent of all community college graduates are trained for the industrial labour market.

The educational system plays a key role also in absorbing surplus manpower, especially in the 18 to 24-year-old range. As can be seen in the following table, nearly a quarter of those people in the 18 to 24 category who might otherwise be out on the labour market have been removed from it and absorbed into the educational system. In a mature economy, the education industry fulfils a dual function by being one of the primary employment- and income-generating sectors of the economy, as well as absorbing surplus manpower.

#### Post-Secondary Enrollment as a Percentage of the 18 to 24-Year-Old Population, Canada

|               | Canada         |            |
|---------------|----------------|------------|
|               | Post-Secondary | University |
| 1955-56 ..... | 6              | 5          |
| 1960-61 ..... | 9              | 7          |
| 1965-66 ..... | 13             | 11         |
| 1970-71 ..... | 20             | 16         |
| 1975-76 ..... | 24             | 20         |

Source: 4th Annual Review of The Economic Council of Canada, 1967, p. 69.

Thus, the education industry is big business whose primary purpose is to educate and train the labour force. Education that is a cost of production has been shifted from corporations, through the tax system, to workers. Working-class families subsidize the cost of higher education for middle- and upper-class families. The "industrial-education complex" reinforces itself. What better community of interests could there be?

#### Highways and transportation links

A highly developed transportation system is a prerequisite for a mature economy. A transportation system links resource, product and labour markets together, resulting in what is termed the "nationalization of the market place," thereby enabling corporations to achieve optimal economies of scale.

Highway expenditures complement private investments in manufacturing and distribution facilities, encourage new private investments, link up the major metropoli-



tan centres, facilitate the mobility of labour, and provide a kind of social consumption—goods and services consumed in common. Outlays on other forms of transport—communications, water supplies, pipelines, utilities—also simultaneously provide inputs to private industry and services to workers.

The most important provincial investments serving the interests of specific industries are highway expenditures. Domestic economic growth since World War II has been led, in part, by suburban residential construction, which requires an enormous network of complementary highways, roads, and ancillary facilities. Rejecting both mass public transportation and toll highways, the state

has socialized intercity highway systems paid for by the taxpayer—not without great encouragement from the rubber, petroleum, and auto industries.

**Road transport intensifies the fiscal crisis of the cities, owing to the removal of land from the tax rolls for freeways, access roads, and ancillary facilities.** Simultaneously, the cities' commuting population places an extra burden on city expenditures for such services as traffic control and parking facilities.

On the provincial level, the pattern of public expenditures in the public sector has re-enforced the “metro-





polis-hinterland" relationship between the U.S. and Canada. The tremendous sums spent developing the transportation grid—railroads, highways, pipelines—have permitted a systematic, rationalized exploitation of the natural resource sector of the Canadian economy.

In various areas, such as the B.C. interior, the Prairies and northern Ontario and Quebec, the transportation system has served corporate interests, especially American, by linking the Canadian resource base to the American product market. One financial institution has said that "the economy of the Prairie Provinces has been dominated by the fortunes of a few export products and by the vital importance of transportation links.

Development of the oil and gas industry, like that of wheat, has been closely tied . . . to the building of transportation facilities."

The economy of British Columbia is dependent upon resource-based industries. "In a province so vast," another financial institution reports, "good transportation facilities are vital. (In) British Columbia, lines of communication have been expanded into a well-developed system of highways, railways, internal airlines, and ferry and steamship services."

This transportation grid is responsible for providing links as industry develops, and it has been responsible

for much of the development in the central and northern regions of B.C. by opening up rich timber and mineral resources.

Since World War II, hundreds of millions of dollars have been spent in B.C. to extend and improve the highway system. This was especially true in the 1960s, when industrial development began to shift to the interior regions of the province.

The transportation system is a key part of an economic infrastructure in that it links the economy. The state, by underwriting the expenses of the transportation grid and socializing its costs, has intensified the "urban crisis" in one instance, and, in the other, has been responsible for reinforcing the economic dependence of the Canadian hinterland upon the industrialized metropolis to the south.

### Research and development

Production has been converted to a more social process by the intervention of the state through government grants to finance research programs, develop new technical processes, and construct new facilities, and by the forced mobilization of resources.

The motivation for this research and development was to aid industry by advancing new production processes and lowering costs. The cost is, in part, borne as a public expenditure—to help corporations and corporate profits.

### Major Sources and Agencies Funding and Performing Research and Development in Canada, 1963, 1965 and 1967

| Year   | Industry        |                    | Government      |                    | Higher Education and Private Non-profit |                    |
|--------|-----------------|--------------------|-----------------|--------------------|---|--------------------|
|        | Source of Funds | Performing R and D | Source of Funds | Performing R and D | Source of Funds                         | Performing R and D |
|        | %               | %                  | %               | %                  | %                                       | %                  |
| 1963.. | 33              | 40                 | 54              | 42                 | 10                                      | 17                 |
| 1965.. | 32              | 43                 | 51              | 36                 | 13                                      | 21                 |
| 1967.. | 31              | 38                 | 53              | 35                 | 13                                      | 27                 |

Source: Industrial Research and Development Expenditures in Canada, 1967, Statistics Canada, Table I, p. 61. Figures are for the latest year available.

As indicated in the adjacent table, **government and big business are partners in research and development, government thereby complementing a basic need of the corporate community at the taxpayers' expense.** During the decade of the 1960s, government supplied somewhat over half of all funds for research and development in Canada, while industry supplied roughly a third. Although direct research and development subsidies from government to industry in Canada are considerably lower than those in the U.S. or Britain, they accounted for 14 per cent of all corporate funds in 1967. When government-sponsored assistance to industry through the Industrial Research and Development Incentives Act is taken into account, direct government subsidies accounted for 24 per cent of all corporate research and development.

The purpose of these programs is quite clear. The basic purpose of the Program for the Advancement of Industrial Technology (PAIT) is "to help industry . . . to improve its technology capacity . . . by underwriting . . . projects that . . . offer good prospects for commercial exploitation." The Industrial research Assistance Program is designed to "create new research facilities within industrial companies and to expand existing facilities." The Industrial Research and Development Incentives Act was passed to "provide general incentives to industry for the expansion of scientific research and development . . ." As is also clear, both industry and government are now less directly involved in performing research and development functions, these having been increasingly shifted to and performed by universities.

According to a former editor of **Business Week**, "Most research prognosticators today believe that, although the government's annual investment will probably not increase much in the decade ahead, it will probably not decrease much either. The reason lies in the role federal spending has come to assume in basic research. Basic research, especially in some of the newer fields of physical science, costs big money. Except for the very largest companies, few individual corporate budgets are big enough to support this highly risky research investment."

Historically, the intervention of the government into research and development in Canada can be explained in terms of the influence of multinational corporations in this field. A recent study by Dr. Arthur Cordell of the Science Council of Canada showed that there is little spin-off by subsidiaries of foreign-owned multinational corporations. Most of their important work will be undertaken in the U.S. A recent survey of the impact of



multinational corporations on research and development in Canada reveals how distorted the situation has become, and why the federal Government must supply this vital service to the business community. In six selected programs, of research and development funds going direct to industry, 57.3 per cent were allotted to multinational corporations.

#### Patent Statistics for the Year 1968

| Country             | Resident Applications<br>per 100,000 Population |
|---------------------|---|
| Switzerland .....   | 100   |
| Japan .....         | 75  |
| Sweden .....        | 58  |
| United Kingdom..... | 50  |
| Australia.....      | 40  |
| United States ..... | 34  |
| Argentina .....     | 12  |
| Mexico.....         | 8   |
| Canada .....        | 8   |

Source: survey by G. A. Rolston, Patent and Trade Mark Agent, reported in Canadian Dimension, August 1971.

Countries showing a high rate of patent filings by residents are also those countries showing the strongest industrial development. Conversely, countries with a low rate of patent filings by residents are, with the sole exception of Canada, underdeveloped countries with a poorly developed manufacturing sector.

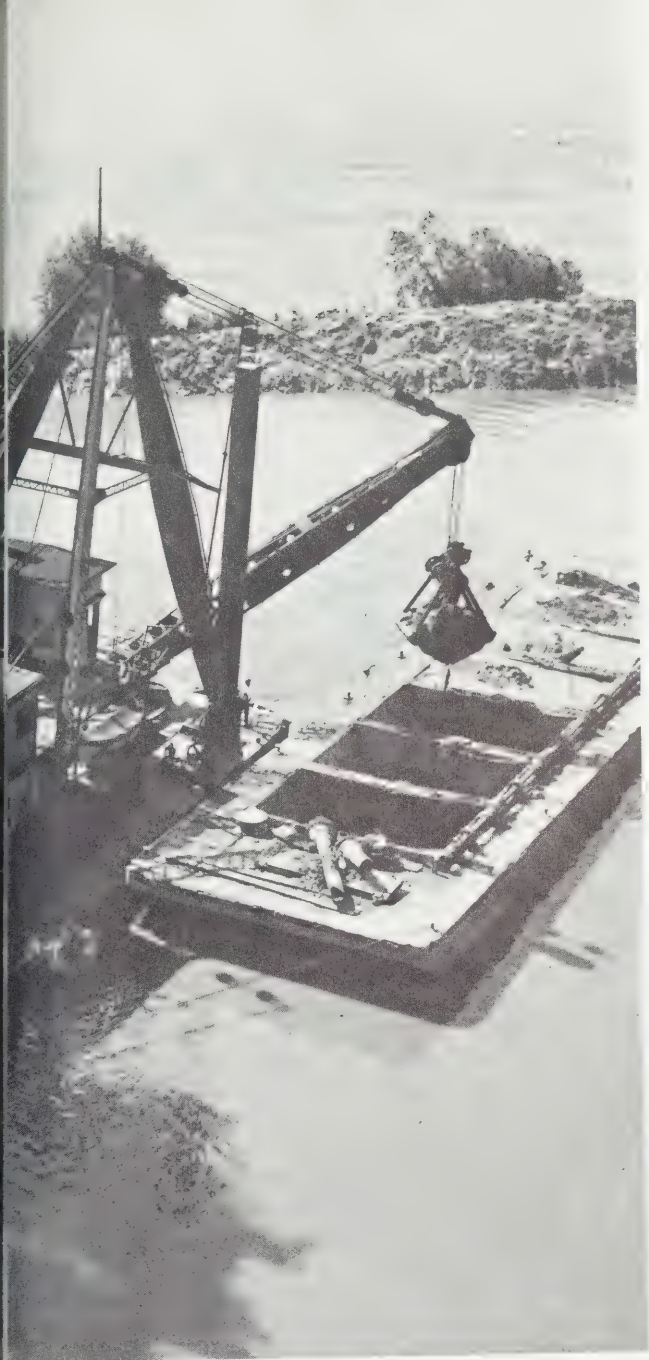
Thus, research and development, a basic need of industry, has been directly and indirectly funded by government grants, subsidies, non-repayable loans, income tax deductions and expenditures on higher education, thereby offsetting the distorted research and development pattern in Canada. All these costs are absorbed by tax-paying wage earners; for corporations there is public expenditure and private benefit.

#### Government corporations

The state at different levels complements the needs of the corporate community by its direct or indirect involvement and investment in the industrial and financial sectors of the economy. The government has intervened in these sectors to supply goods and services for which the business community either could not mobilize funds or did not undertake because of the high-risk investment entailed.



The Economic Council of Canada has stated that "Government agencies in Canada . . . engage in a number of commercial activities. These include the provision of transportation services—CNR, Air Canada, various federal and provincial ferries, and harbour and airport facilities; communications services, such as the telephone services provided by various provincial governments; and other public utilities like hydro commissions and municipal waterworks. Two provinces, Ontario and Alberta, provide some services similar to those of banks or trust companies. Other government-owned business enterprises produce products ranging from synthetic rubber and uranium to bricks and tiles.



According to Philip Mathias, Assistant Editor of *The Financial Times*, "few of Canada's Crown corporations are inspired by the need to create jobs for the unemployed or to help the unfortunate . . . Crown corporations have been set up for special historical reasons. Canadian National Railway Company was formed by the merger of several private railroads in northern Canada that were unable to operate profitably but were needed for development of such places as Sudbury and Timmins. Air Canada was created because there was not sufficient private capital to set up a Canadian-owned airline. Polymer Corporation, the rubber producer in Sarnia, was formed during World War II because Canada needed a rubber producer in a hurry.

"At the federal level, the 1960s brought many major assistance programs such as the Agricultural Rehabilitation and Development Act (ARDA), the Fund for Regional Economic Development (FRED), the Area Development Incentives Act (ADA), and the Atlantic Development Board (ADB) . . ."

Anthony Hampson, Chairman of the newly formed Canada Development Corporation, has stated that the purpose of the CDC is to "help develop . . . strong Canadian-managed corporations in the private sector . . ." Again, according to Mathias, "Provincial ownership of Canada's power generation and distribution facilities is as much for the benefit of free-enterprise industry, which needs a reliable power source, as it is for the domestic user.

"At the provincial level, the new lending agencies, like the Manitoba Development Fund and Nova Scotia's Industrial Estates Limited, were born and endowed with the power to borrow large sums of money for assistance programs.

"In the late 1950s and early 1960s, many provincial agencies for attracting industry were created. The most controversial have been the Manitoba Development Fund (MDF) and Nova Scotia's Industrial Estates Limited (IEL). Both IEL and MDF were made responsible to a board of directors which, though appointed by the Government, was not directly responsible to the Government for the activities of the corporations. The directors were all members of the business establishment . . .

"As Woodrow Lloyd, the former leader of the NDP opposition in the Saskatchewan legislature, summed up the matter, Saskatchewan had assumed 80 per cent of the

Governments engage in a variety of financial activities. A number of government agencies act as financial intermediaries, often channeling funds into areas that might otherwise suffer from imperfections in capital markets. Examples in Canada include: Central Mortgage and Housing Corporation; Industrial Development Bank; Farm Credit Corporation; Ontario Housing Authority; Industrial Estates Limited (Nova Scotia); Alberta Municipal Financing Corporation; and La Caisse de dépôt et placement du Québec . . . Many of these organizations have appeared on the scene only since World War II. (8th Annual Review, ECC, 1971).



risk of the project in return for 30 per cent of the equity. Additional commissions and fees for supplying the machinery and looking after the sales of the product make the (private returns) . . . even greater.”

Through governments, corporate interests have been able to use the public sector as a way in which to build the technical and supportive services needed by industry, make public the risk of new investment, and use the government to lay out “complementary” investment to stimulate profitable business opportunities for the private sector. These costs are borne by tax-paying workers, thus resulting in a public expenditure and a private benefit.

The increasing role of government in the management of the economy “to provide the framework for stability and growth” of the corporate sector has resulted in an increasingly important role in public investment. This investment has taken two forms: complementary investment to stimulate new and profitable business opportunities; and discretionary investment to maintain stability and growth.

#### Relative Importance of Government Investment in Canada, 1926-1970

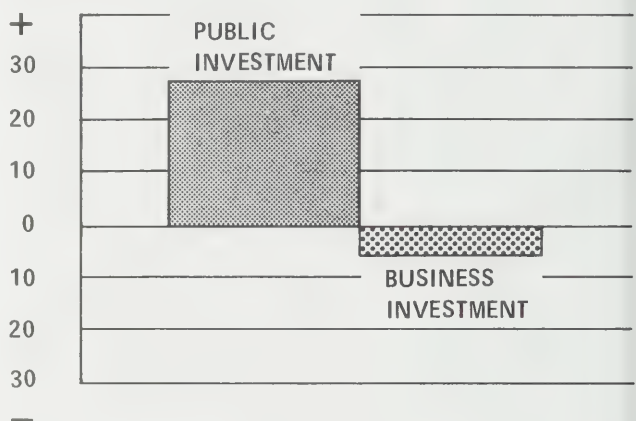
| Year       | Per cent of Public Investment | Per cent of Total Business Investment |
|------------|-------------------------------|---------------------------------------|
| 1926 ..... | 13.1                          | 86.9                                  |
| 1950 ..... | 14.9                          | 85.1                                  |
| 1955 ..... | 18.8                          | 83.4                                  |
| 1960 ..... | 19.0                          | 81.0                                  |
| 1965 ..... | 17.2                          | 82.8                                  |
| 1970 ..... | 18.0                          | 82.0                                  |

Source: Statistics Canada, National Accounts, Income and Expenditure, 1926-1956, and for selected years.

As can be seen, the level of public investment as a long-term trend has increased from roughly 13 per cent to 18 per cent of all investment in Canada. This has been accompanied by a corresponding decrease in the level of business investment from nearly 87 per cent to 82 per cent of all investment.

Not only has the absolute volume of public investment increased to nearly one fifth of all investment in Canada, but **investment flowing from the public sector has in the past five decades increased at a faster rate than investment coming from the private sector.**

#### Percentage Increase in Business and Public Investment as a Percentage of Total Investment, 1926-1970



Between 1926 and 1970 the rate of public investment increased by 27.2 per cent, while the rate of investment from business declined by 6 per cent. In the postwar period, 1950 to 1970, the rate of public investment increased by nearly 21 per cent, while the rate of business investment dropped off by nearly 4 per cent.

Thus, government, through the public sector and public investment, has, in large part, directly and indirectly, become responsible for providing an environment of stability and growth for the corporate sector. The management of the public sector is basically for the interests of the business community at public expense with a private benefit.

The steady expansion of government expenditures and the increase in the number of economic functions has proceeded without interruption.

## No. 1—Percentage Distribution in Canada of Value Added or National Income Originating by Industry, Selected Years 1870-1969

| Year | Primary Industries<br>(Agriculture, Fishing,<br>Forestry) | Secondary Industries<br>(Manufacturing, Mining,<br>Construction) | Tertiary Industries<br>(Public Utilities,<br>Gov't. Service) |
|------|---|--|--|
|      | %   | %  | %  |
| 1870 | 44.9  | 22.0   | 20.9   |
| 1890 | 36.6  | 28.1   | 26.7   |
| 1910 | 30.2  | 29.7   | 33.6   |
| 1929 | 18.3  | 31.0   | 56.6   |
| 1950 | 17.9  | 36.3   | 48.4   |
| 1960 | 7.0   | 39.0   | 46.0   |
| 1969 | 5.0   | 37.0   | 58.0   |

Source: O. J. Firestone, *Canada's Economic Development, 1867-1953*, and *Gross Domestic Product at Factor Cost by Industry, 1926-1969*.

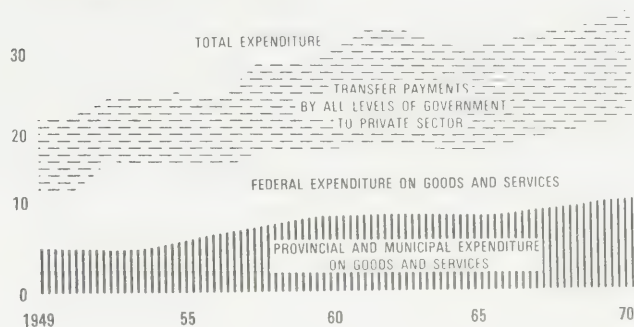
Note: For 1870 to 1920 inclusive, the figures represent value added; for 1929 to 1969, data pertains to income. A "total industry" figure would not total 100 due to adjustments.

The adjacent table indicates that, over the past 100 years, the level of national income originating in the tertiary (public service) sector of the economy has increased from nearly 21 per cent in 1870 to 58 per cent in 1969.

State expenditures in relation to Gross National Product have risen more or less steadily from the 19th century to the present. The level of government activity and economic functions, and the resulting increase in national income from this sector of the economy, has been a response to the increased expenditures required by the corporate sector. The national income budget represents an implicit recognition of the relationship between the budget and the private economy and is a precondition for overall planning. According to the Organization on Economic Co-operation and Development, "Most governments now frame plans for the major components of public expenditure 3 to 5 years ahead."

In the postwar period, government expenditures and purchases from the private sector have played an increasingly important role in the economy.

## No. 2—Government Expenditure as a Percentage of Gross National Product



Note: Total Expenditure is not of intergovernmental transfers. Transfer payments by all levels of government to private sector include subsidies and debt interest charges.

Source: Based on data from Statistics Canada and estimates by The Economic Council of Canada.

**Government spending for all purposes in 1970 amounted to close to one third of the GNP;** the direct use of resources by government—that is, the community's collective consumption of resources as measured by government purchases of goods and services—was nearly one fifth of the GNP. Nevertheless, this represents a substantial increase in the proportion of the nation's resources that has gone to fill corporate and public needs since the end of the war. In 1949, government purchases of goods and services represented only 13 per cent of the GNP. The greater part of this increase has taken place at the provincial-municipal level of government; much of it has been associated with education and with the swift population growth and urbanization that has created the need for a rapid extension of all types of services coming within the jurisdiction of these two levels of government.

"Non-exhaustive" government expenditures in the past 20 years have increased as well. Non-exhaustive expenditures are essentially political expenses taking the form of income transfers, direct or indirect subsidies, and debt charges. These political expenses undertaken by the government in the form of non-exhaustive expenditures, and paid for by tax-paying workers, are a necessary lubricant to maintain social peace and to preserve the existing social arrangements.

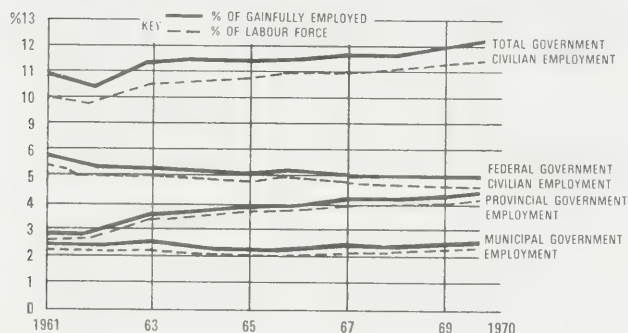
**The heavy demands made by the corporate sector on government budgets have caused expenditures to out-strip revenues—and it is the public employee who is being penalized the most.**



## Growth in public employment

The rapid growth and expansion of the economic and social functions fulfilled by the public sector, particularly in the last 20 years, has resulted in a corresponding growth of public employment.

### No. 3—Growth of Government Employment, by Level of Government, as a Percentage of the Labour Force and Gainfully Employed, 1961-1970



Sources: Federal Government Employment, December 1961 and 1970. Statistics Canada. Provincial Government Employment, 1961 and for selected years, Statistics Canada. Municipal Government Employment, 1961-1966. Statistics Canada, 1968. Local Government Employment, 1971. Statistics Canada. Also R. M. Bird, *Growth of Government Spending in Canada*, Canadian Tax Foundation, 1970.

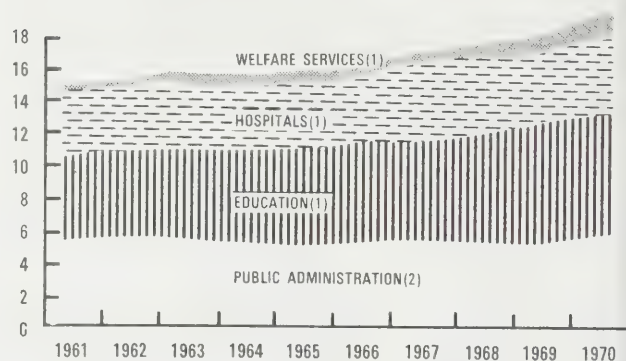
Note: Municipal employment figures exclude transit systems, telephone companies, school boards and municipally owned hospitals. Federal Government employment includes staff agencies and corporations. The figures for "Public Administration" differ because of definitions.

As shown in the accompanying graph, the number of public employees as a percentage of the civilian labour force has steadily increased since 1961. As of 1970, more than 11 per cent of the entire labour force was directly or indirectly employed by the various levels of government. Of more importance is the trend indicating that an increasing proportion of those employed (as opposed to just being in the labour force) are dependent upon the state for their livelihood. Between 1961 and 1971 the percentage of those gainfully employed and who had jobs in the public sector increased from 10.8 per cent to roughly 12.2 per cent.

If we use a broad definition of the public sector and public employment, an even larger proportion of the labour force is employed and is thus dependent upon the state.

By the 1970s, roughly 12 per cent of the labour force was working directly for the state, while 18 per cent of the labour force was directly or indirectly supported by government payrolls. This becomes all the more important

### No. 4—Employment in Public Administration and Major Community Services as Percentage of Total Civilian Employment



1. Includes a small number of private employees.

2. Excludes military personnel.

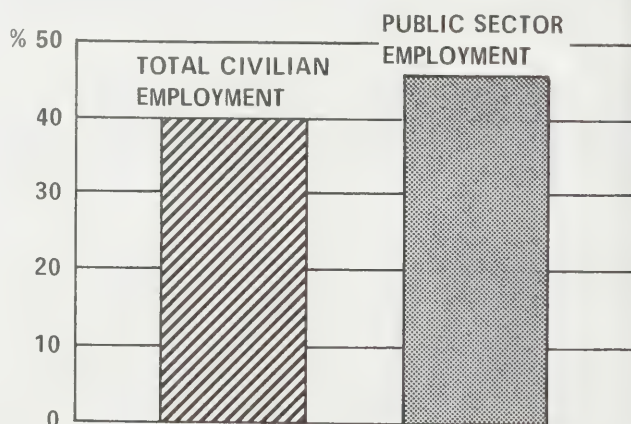
Source: 8th Annual Review of The Economic Council of Canada, 1971, p. 9.

Note: The figure for "Public Administration" in this graph and the other graphs differ because of the definitions.

when we realize that, between 1961 and 1970, the gross payroll of all public employees as a percentage of all wages, salaries and supplementary labour income increased from roughly 7 per cent to 14.5 per cent.

There are perhaps no better indicators than these to reveal the importance of government as a big employer that helps to stabilize the labour market, and, to a lesser extent, the overall economy. The government sector of the economy over the past decade has generated relatively more new employment than the economy as a whole.

### A Comparison of the Rate of Growth in Total Employment Versus Employment in the Public Sector, 1961-1970



It has been estimated in a number of studies that, for the U.S. between 1950 and 1970, nearly 66 per cent of all new jobs generated in the economy were created in the state sector. Unfortunately, because of incomplete statistical data in Canada, a full comparison of the two situations cannot be made. As indicated above, however, in the past 10 years in Canada, total civilian employment increased by 38 per cent, while employment in the public sector expanded by nearly 47 per cent.

The tertiary sector of the economy seems likely to continue to play a key role in the overall employment situation. The fact that such a large proportion of people make their living in this sector may contribute to less marked cycles in overall economic activity. In the recent slowdown, while goods production and inventory accumulation were moderated, it is significant that total wages and salaries have kept rising. This, in part, is because of increasing wage rates that cover up for the lower employment in the goods-producing industries, but it also reflects the fact that the public sector is affected later in economic down-turns than are other sectors of the economy.

In the North American economy, Government is rapidly assuming the role of "employer of last resort." As an advanced industrialized economy becomes increasingly capital-intensive, it creates strata of workers who are unemployed, underemployed, and employed in low-paying jobs in declining areas of the private sector of the economy.

In the U.S., for example, the federal Government has channeled emergency funds through the Public Service Employment Program to provide 200,000 new jobs, mostly in the public sector—in public agencies, police, sanitation, street maintenance, education and transportation. **In Canada, various levels of government have haphazardly become employers of last resort.** Devco in Nova Scotia, the new Opportunities for Youth program to provide 75,000 jobs, the Local Initiatives Program, winter works programs, and the regional expansion programs all represent a trend in this direction.

The government, acting as employer of last resort, is no longer a temporary policy but is rapidly becoming a permanent feature of the North American economy, both in periods of recession and periods of relative prosperity. In Canada, all that is needed is a formal

policy to give recognition to this reality. Even Keynes was forced to cryptically suggest that: "a somewhat comprehensive socialization of investment will prove the only means of securing an approximation to full employment."

The expansion of the role played by government in the economy and labour market has generated two sets of conflicting forces. The role of government in the economy has in one instance helped to stabilize employment and the income stream but, simultaneously, this is increasing the financial burden on government by exerting increased pressure on the expenditure side of the fiscal and budgetary processes. The increasing conflict between government revenues and expenditures is rapidly assuming the proportions of a fiscal crisis that will have profound and far-reaching ramifications upon industrial relations in the public sector.

(Richard Deaton is Assistant to the Director of Research for the Canadian Union of Public Employees. The 165,000-member Union represents municipal and provincial public employees, school board and university workers, hospital, nursing home and electrical utility workers, and employees of the CBC.

Deaton joined the staff of CUPE in 1970 and is responsible for research in the education, nursing home and fringe benefit fields. He received his B.A. in economics and industrial relations from the University of Wisconsin and undertook his graduate work at McGill University.

The analysis, interpretation and opinions he expresses in the accompanying article are his own, and do not necessarily reflect the policies or views of CUPE or its National Officers, or of the Canada Department of Labour. This article is a revised version of one that appeared earlier in the **CUPE Journal**.

The author wishes to express his indebtedness to Prof. James O'Connor, Department of Economics, San Diego State University, for many of the germinal ideas that appear in the article. Part 2 will be published in the November **Gazette**.)



# Continental unionism: gain or drain?



by Harry J. Waisglass

Continental unions have had a significant historical role in Canada. Over the years, their contributions have been substantial. **The costs of their activities in Canada however, have not always been justified by their successes, and I suspect that the Canadian drain on their treasuries has often been cause for concern at many of**

**the headquarters of continental unions.** Common usage refers to these unions as "international," which, I think is not fully appropriate because it conveys the misleading impression that they are worldwide organizations.

The Canadian union movement is distinguished by the predominance of continental unionism, unions with membership in both the United States and Canada, and to a lesser extent, for some of them, in Puerto Rico and other parts of the continent. Unfortunately, the national versus "international" unionism controversy has displayed an excessive tendency to focus on the forms and structures of the unions, at the expense of the more fundamental and important questions about their policies and programs, about democratic membership participation and controls, and the efficiency and effectiveness with which they carry out their functions of organizing within their jurisdictions, training responsible leadership, and representing and servicing their members.

Size is an important factor because the larger unions can more readily afford to organize and service the small and isolated locals. And only the larger unions can more easily afford specialized and expensive research, education, industrial engineering, legal, legislative and public relations services. **In the past few years, several national unions have grown large enough to be able to provide many of these services that previously only the continental unions could afford.** CUPE is now the second largest union in Canada and the PSAC is the third largest, ranking behind the Steelworkers (first), and ahead of the UAW (fourth), the Carpenters (fifth) and the Teamsters (sixth). Seven of the 20 unions with 30,000 or more members are national or regional organizations.

There were 11 unions in 1961 reporting 30,000 or more members each, with a combined membership of 503,000, or 34.8 per cent of the total union membership in Canada. These larger unions have increased to 20 in 1971, with a membership of 1,210,000, representing 54.8 per cent of the total membership. The larger unions have grown much faster than the smaller unions, and the trend toward bigger unions is greater among the national than among the continental unions.

Of the 99 continental unions with members in Canada in 1971, 85 were affiliated with both the AFL-CIO and the CLC, four with the CLC only, four with the AFL-CIO only, and six were not affiliated with either central labour body.

Sixty-two per cent of the 2,211,000 union members in Canada at the beginning of 1971, belonged to continental unions. This proportion has declined from a peak of

77.5 per cent in 1924 to a low of 51.2 per cent in 1935, rising to a postwar peak of 73.1 per cent in 1958. **Since then, the proportion of Canadian union membership in continental unions has shown a persistent downward trend—to 71.2 per cent in 1963, 66.9 per cent in 1968, and 62.0 per cent in 1971.** The actual membership of the continental unions has not declined in recent years but rather the membership of the national and regional unions grew much more rapidly, mainly because of the extension of collective bargaining rights in the public services.

Although size has an important bearing on what a union might or might not be able to do, I do not suggest that size is a better criterion than nationality for evaluating a union. Nevertheless, it seems likely that both the national unions and the continental unions have increased their efficiency and effectiveness as they have grown in size. Perhaps, also, the larger unions are growing faster than the smaller ones because they're more effective and efficient. But how should one judge the efficiency and effectiveness of a union?

One way is to consider it from the point of view of its members and potential members. **By and large, workers will join and support the union that best serves their interests.** In some cases, it will be a national union and in others a continental union. The job of a union is to organize the unorganized workers toward self-help, not only to improve their wages and conditions of employment, but also to attain integrity, dignity, self-reliance and autonomy as persons.

**The efficiency and effectiveness of a union should be measured in terms of the real opportunities it provides for workers to build more satisfying lives** by developing a sense of self-responsibility and self-reliance, and by strengthening relationships of interdependence to displace the state of dependency that plagues the poor and the exploited.

This calls for responsible leadership and democratic processes, neither of which might be determined either by the union's size or the degree of its national autonomy. The large unions, both national and continental, face the problems of balancing the requirement for responsiveness to local needs against the opportunities for improved services and greater efficiency that result from centralized authority. But that does not imply that a small union, which does not have the same problems of membership communications and participation, might not be more autocratic. Furthermore, there is no assurance that Canadian autonomy might not be accompanied by autocratic rule.

Among other criteria, the adequacy of services provided, the calibre of responsible and responsive leadership, the extent of democracy in union political processes, and the degree of integrity in the management of funds are not strictly at issue in the continental union controversy. **"International" or continental unions, as such, are inherently neither more nor less efficient, effective, honest, democratic, militant, responsible or law-abiding than the national unions.** Both the continental and national unions generally face the same demands from their members—better wages, more fringe benefits, and improved job security. Most members want more vigorous presentation of grievances. And both the continental and national unions are confronted with more or less concern over questions such as the size of dues and assessments, language rights, ethnic and racial relations, the conduct of elections, and the nature and extent of political and legislative action.

There seems to be a consensus that the continental unions with large Canadian memberships do not as a rule pose problems of autonomy. The Steelworkers have what is virtually a separate Canadian union, although it has drawn heavily on its U.S. headquarters for financial support. Some unions might have the forms of constitutional and financial autonomy without the substance, whereas others may have the substance without the forms. In either event, **there are serious doubts whether the problems of democratic process and responsible leadership can be solved merely by establishing unions on a basis of Canadian autonomy.**

One gets the impression from some of the critics of continental unions that their Canadian members are held in unwilling bondage for the profit or glory of American colonialism or imperialism. I do not doubt that, at any given time, there may be some workers who would feel "captive" in one union until they could succeed in persuading the majority to change affiliations. But that could be in national as well as continental unions. I suspect, however, that there may be at least a few continental unions that might welcome the complete separation of their Canadian sections, if only for financial reasons: they may not mind giving up the privilege of subsidizing Canadian union activities.

**There are some indications that the interests and motivations of the continental unions for supporting organization activities in Canada are being seriously weakened.** The reasons may be summarized as follows:

1. It has been argued that there has been a decline in ideology and idealism in the American labour movement, and possibly in American society generally. It



may be in part a reaction to the criticisms of their international assistance programs—the feeling that their costly efforts are too little appreciated and their good intentions suspect.

2. There appears to be a significant rise in protectionist pressures among union members in the U.S. This factor, combined with the rise of nationalist feelings in Canada, has diminished the influence of Canadian union leaders upon the economic and political policies of the continental unions.

3. The CLC and the AFL-CIO have frequently followed opposing policies in a number of areas, including international labour affairs. The communication gap may have widened and neither central labour body seems to have much influence on the other, good or bad.

4. The minimum standards of autonomy for its U.S.-based affiliates, adopted by the CLC at its Edmonton convention in May, 1970, are causing the continental unions to consider amendments to their constitutions that would have implications for their organizations in both Canada and the U.S. Reforms and re-structures for Canada must, in many cases, mean also reforms and re-structures for the U.S.

Some unions, if they are to be faced with the prospects of major changes, might also be led to question the value and importance of their Canadian sections, setting their costs against their benefits. Some might find that the Canadian section had costs and influences in excess of their proportionate contributions and numbers. Out of the 108 continental unions operating in Canada in 1967, 10 had less than 1 per cent of their members in Canada, 70 of them had less than 10 per cent, and 101 had less than 20 per cent.

**The CLC criteria (LG 1970, p. 558) call for minimum standards of self-government to include: election of Canadian officers by Canadians; investing in them the authority to speak for the union in Canada; and determination by elected Canadian officers and members of policies dealing with national affairs.** What the continental unions could do to satisfy demands for Canadian autonomy would be affected by the possibilities for regional autonomy in the U.S., and further, by organizational instincts that tend to avoid the formation of separate internal power blocs possessing extra privileges. George Meany gave these considerations some of his characteristic clarity in an address quoted in the *Globe and Mail* of February 20, 1971:

“Mr. Meany said that Canadian locals should have the same right, no more nor less, than locals in the United States of the same union. ‘They can’t have it both ways—belong to a U.S. union and have a system different than the American unions,’ he said.

“Later, in response to further questioning, he amplified his remarks and offered this view on the issue of autonomy: ‘It depends on the constitution of each international union. They have locals on both sides of the border. They have international constitutions. Some provide for a vice-president for different geographic areas, some have one or two vice-presidents for Canada. This depends entirely on the international constitution, which can be changed at a convention. From my point of view, an international has the same obligation to its locals in Canada as to its locals in the United States. I don’t think you can have two organizations in one. There has to be one organization. I feel that, if it makes sense from a practical point of view to have a separate organization, it should be distinctly separate. You shouldn’t try to maintain two organizations in the constitutional structure of one existing organization.’”

Meany’s main point seems to be that the Canadian branches of continental unions should not expect a greater degree of autonomy within their organizations than within the American branches, and that the benefits and advantages of continental unionism imply a sharing in the responsibilities for its constitutional government. He might have pointed out, however, that opportunities for autonomous action are provided through the distinctive organizational frameworks of the separate and independent central labour bodies.

It seems to me that the roles and functions of the central labour bodies, at the national, provincial and local levels, their independence of the AFL-CIO and the continental union headquarters, and the nature and extent of the participation of the Canadian membership in these exclusively Canadian labour centres, are important and significant—but these factors are neglected in the consideration of the autonomy of Canadian sections and their capacity to pursue an independent course on policies for the promotion of Canadian interests.

The functions of the CLC, the provincial federations and local labour councils are concerned with a wide range of public policies—political, social and economic, concentrating mainly on educational and legislative activities, national and international affairs, human rights, housing, regional development, and other policies and programs concerning relationships with governments at all levels. The responsibility for policies and activities concerning collective bargaining and relationships with

employers, however, are largely decentralized, with authority residing in local unions and in the Canadian or regional headquarters of the national and continental affiliated unions.

There is considerable evidence to indicate that the Canadian central labour bodies—abetted by a high degree of participation, involvement and leadership from both national unions and the Canadian sections of continental unions—have pursued independent policy courses often very different from, and at times in conflict with, the policy positions of their U.S. counterparts. **To the best of my knowledge, there have been no reasons to suspect that any of the policies of the Canadian labour centres have been subordinated to American political or economic interests.**

So far, we have been examining the criteria for judging the performance of a union mainly from the point of view of its members. We should also look at that performance in terms of its effects on public policy.

Prof. Milton Friedman stated in his 1950 paper, "Some Comments on the Significance of Labor Unions for Economic Policy," that "Labour unions are important political and economic institutions that significantly affect both public and private actions. This fact raises serious and difficult problems for economic policy. At the same time, laymen and economists alike tend, in my view, to exaggerate greatly the extent to which labour unions affect the structure and level of wage rates. This fact is one of the most serious obstacles to a balanced judgment about appropriate public policies toward unions."

**Friedman argues that unions can have only a very small and temporary effect on the structure and level of wage rates, and that "a large and probably the major part of the wage rise for which the unions received credit would have come anyway."**

Although he acknowledges that unions exert steady, upward pressure on wage rates, he points out that they also make for rigidity and for a lag in adjustment, because of the discreet time intervals at which union contracts are negotiated. These different effects work in opposite directions during periods of cyclical expansion, a fact that leads him to the conclusion that "the existence of unions is therefore likely to interpose an obstacle to as rapid or as large an increase in wage rates as would otherwise occur."

Friedman shows much greater concern about the potential political powers of unions than about their eco-

nomic powers. "The difficulty is not so much that strong unions will produce inflation as that inflation will produce strong unions . . . the unions will receive credit for the wage rises. This will tend to strengthen the hold of the unions on the workers and greatly to increase their political power."

Friedman did not receive the unanimous support of economists when he made these statements. Nor is there any consensus now on the impact of unions on economic policies. If it is difficult to get hard facts and to form hard judgments on the economic implications of unions in general, it is immensely more difficult to determine whether or not continental unions have a greater impact than national unions on Canadian economic conditions and policies.

In spite of these real difficulties, I would like to suggest for your consideration some probable advantages of our continental unionism for both countries, Canada and the U.S. **It seems likely to me that continental unions, generally speaking, will tend to promote or support more expansionary, or less restrictive, trade policies.** My own limited personal experience has indicated that there is a tendency for continental unions, operating at the political level, to reduce the demand for economic protection in times of recession. I must admit, however, that this experience was gleaned during a period when nationalist expressions and sentiments were hardly evident in either Canada or the U.S. Furthermore, **it could be argued that the Canada-U.S. automotive agreement might not have been possible in the absence of a continental union such as the UAW.**

Because of the economic interdependence of Canada and the U.S., there is a real danger in allowing the trade union movements of the two countries to grow too far apart. No matter what might be the distinctive structure, shape or form that the future Canadian labour movement might take, our mutual interests will require close communications and co-operative working arrangements with the U.S. labour movement. In the absence of the strong ties we now have, new forms and mechanisms for communication and collaboration would have to be discovered or created. **I would suggest, then, that the long-term real interests of neither Canada nor the United States can be very well served by a deterioration of relations between their respective labour movements.**

(The foregoing article first appeared as an address delivered to the Canadian Institute of International Affairs. The opinions expressed are those of the author, who is Director-General of Research and Development for the Canada Department of Labour, and do not necessarily reflect the views or policies of the Department.)



## Motivation and the responsible manager

**Demands for fringe benefits have not yet reached their limits and will continue to grow in number and diversity.** Representatives of both labour and management agreed on this point at one of the sessions at the Public Personnel Association's spring conference.

Speaking on the question "Have We Reached the Saturation Point in Fringe Benefits?—Management and Union Views," Yvon Pouliot of Lemay, Pouliot, Guérard and Associates, Montreal, said fringe benefits will continue to come up in management-labour negotiations. He noted several areas in which benefits might increase—for example, in the area of additional services provided to employees by employers. Financial, legal and insurance services may be offered in the future, in conjunction with traditional pay increments. Even the provision of eyeglasses for employees may be undertaken, if both parties agree, Pouliot stated.

In answer to delegates' questions, Pouliot noted that there has been little move to decrease fringe benefits in contracts, and that a survey shows employers pay about 20 per cent of labour costs in the form of fringe benefits. **When asked about the management of fringe benefit programs like pension plans and insurance, he said that the responsibility lay jointly with management and government, and that unions should not take a role in their administration.** Union participation would mean an employee would work for both company and union, thus splitting his allegiance and giving the union too much power.

The speaker pointed out the problems of the "cafeteria" type of benefit package whereby an employee is given a choice of benefits adding up to a certain value. This system has the advantage of giving options to employees, but in the case of insurance coverage, only those needing the insurance would be willing to pay into the plan, and this, of course, would raise the insurance premiums to exorbitant levels.

**One improvement that Pouliot recommends for the future is a totally transferable pension plan.** With increasing mobility in the labour force, the plan would ensure a worker's coverage in case of transferal, rather than force him to join a new plan in his new job. He recommended also that moves be made to offer fringe benefits that would appeal to younger workers—greater insurance coverage, for example, and longer holidays during the time when they are raising a family.

### Stanley Little

Stan Little, President of the Canadian Union of Public Employees, gave the union viewpoint on fringe benefits. He agreed that the administration of fringe benefits was best left to the individual companies as they could be better administered by management. He saw problems, however, in trying to establish transferable pension plans in situations in which recently hired workers would retire after a few years under the same conditions offered to long-term employees. This, he believed, would cause immense dissatisfaction.

Little warned against fringe benefit deals that were too restrictive. "I have seen contracts in which the fringe benefits are calculated to be worth around 40 per cent of the pay packet, and that means that each employee bound by such an agreement has less freedom to live his life as he would like . . . After all, money in the pocket is freedom of a sort, and the individual can use it to pursue his own particular life style; 30 or 40 per cent of his money tied up in fringe benefits cannot be so used."

Little believes that benefits should no longer be regarded as extras thrown in or taken for granted by employees. He predicted that placing definite negotiable



values on fringe benefits "is perhaps the final step in removing the mythology that has tended to surround the whole area of fringe benefits in the minds of both union members and the general public, and I think it's all to the good."

#### **Hon. Bryce Mackasey**

**Job-hopping used to be considered symptomatic of personal instability, Manpower and Immigration Minister Bryce Mackasey told delegates. Now a person entering the labour force may have to train and re-train several times in his work career.**

"Making our society function requires that we know how to manage, how to obtain organizational performance through the work of the individual," Mackasey said. "Making our society free requires that the individual learn how to manage organization—how to make organization and his job in it serve his ends, his values, his desire to achieve."

He quoted the Prime Minister as saying to a youthful segment of the workforce: "You have been telling us that many of the employment opportunities that exist in Canada are not meaningful to you. All right then, you tell us what is meaningful, what is important, and we'll support you." **In response to this challenge, 13,700 applications were made to the Local Initiatives Program (LIP) for a total of \$480 million—more than three times the sum earmarked for the program.** "We supported 5,700 applications that resulted in the creation of some 92,000 jobs at a cost of \$150 million," Mackasey said. The remaining applications had to be withdrawn, cancelled or turned down.

The LIP program was successful because it motivated people to have a direct involvement in tasks that were fulfilling and helpful to their own communities. So successful was the program that the Government added another \$30 million to extend the most outstanding projects to September 30.

Training on the job, too, was equally successful. "Many large corporations, already oriented to change, and with their own company training programs, were encouraged



through the Training-On-The-Job Program to accelerate their programs and train hundreds of new employees in anticipation of future job openings. For these companies, the program induced them to hire and train now rather than later, to their benefit and that of the unemployed."

Young people under 25, and women, were offered the greatest encouragement in on-job training because these were the categories in the labour force with the greatest levels of unemployment, the Minister said.

#### **Cecil Tuck**

In the federal Public Service, there is an increasing need to pay people rather than jobs; pay based on the performance of an individual is one of the devices that will secure the continuing services of a good employee. These are the views of Cecil C. Tuck, Executive Director Operations, Unemployment Insurance Commission. "Within the federal system," Tuck said, "managers are too often forced to organize their manpower resources to exploit the classification system rather than to meet the needs of their programs. The first problem that must be overcome is the system itself."

**The "equal pay for equal work" concept, which provides for automatic increases within a classification level, is wrong, he declared.** "Compensation must be more related to, responsive to and supportive of the developing management climate with its emphasis on goals and accomplishments, organization development, staffing, performance appraisal, management development and manpower planning."

The design principles of a performance pay system, Tuck believes, must accommodate many variables to reflect rapid changes that occur in the outside job market, to generate sufficient money, and to enunciate clearly the reasons for the use of appraisals, promotion amounts and times, and economic and merit adjustments. "The second problem is the people who operate the system. The concepts of reward and punishment are brought to a hard crunch in the pay package," he stated. "Performance appraisals are the key to the process. Who should judge? Against what criteria? Employees should be assured their right of redress, but by what process or further judgment?"

**Tuck implied that, to gain the unions' general acceptance of a performance pay system within the federal Public Service, the general quality of management would have to be substantially improved, better manpower ap-**

praisal criteria developed, and multiple safeguards defined to ensure that the system would be applied with integrity.

#### **Marion Kellogg**

**Marion Kellogg is one management consultant who doesn't believe in performance appraisals.** "Many managers well know my personal opinion of appraisals; I think they should be flushed down the drain." What she suggests in their place is management by objectives. "The manager who wants to make work a developmental experience must try to reach some level of agreement with the employee as to how job success will be measured," she said. "You can do this only when the results to be achieved are laid out in specific, measurable terms and when the criteria evolved are objective, preferably numerical. The employee then knows what is expected of him, where he stands with respect to the required result, and can work accordingly. In this way both employee and boss will tend to agree on the work progress to date."

But if you must have performance appraisals, their feedback will only be effective if they give employees useful new information, if they are translated into future goals and action plans to reach them; if criticism is given in small doses; if reward and recognition seem to match contribution; if discussion is work-focused; if information is specific and constructive; and if there is a two-way exchange of information.

Informal, friendly discussions from time to time can be quite productive, she said. But criticism, no matter how constructive, is invariably interpreted by the employee as adverse. **If the manager cites too many needed improvements at one time, the employee just goes on the defensive, Miss Kellogg warned.** And when the appraisal is linked with salary recommendations, and the employee thinks the reward doesn't match the required effort, the manager will lose credibility in the employee's eyes.

Ideally, all work should be challenging. And most work, Miss Kellogg believes, can be made challenging if the employee is allowed to see where his effort fits into the overall scheme. The employee who has minimum information about how his work relates to the work of others, the oversupervised employee who is never per-

mitted to make even the smallest mistake without penalty, suffers in two ways: his growth is retarded, and his contribution to the business impaired. But although a development climate is often thought to be a soft climate, nothing could be further from the truth, she said. "Growth can't occur without vigorous, goal-directed effort, enormous self-discipline, heart-breaking trial and error and retrial.

"The growth of an individual implies additional constraints so as not to hamper the development of his associates or decrease the chances of the organization's attaining its goals." This means that the climate, although it has considerable freedom, is a tough one. The demands for increased contribution are constant, and yesterday's results are not good enough for today. **The manager's personality is minor in its impact compared with his persistent expectation of self-set standards of excellence and self-measured results.** "The development-minded manager who is determined to close the gap between actual and budgeted performance realizes that this means creating and maintaining a work environment that not only permits but requires every employee to use and add to his abilities. In a sense, the creation of this climate is one of the manager's personal development goals, and he must plan carefully to meet it."

#### James L. Hayes

Another management consultant believes that organizations don't know what to do with people who think. "Job definitions, if too rigid, destroy job objectives," said James L. Hayes, President and Chief Executive Officer of the American Management Association. **"A definition should tell people what they are responsible for, not what to do."** People should be given room to run, Hayes told delegates, but not unlimited room. "A team attitude must be developed, especially in the fish-bowl atmosphere of the public sector," he said. Not enough attention was being paid to the part the individual plays within the team, and the individual human side has been downplayed by emphasis on "behavioral patterns" rather than on the needs of the individual.

"Persons on courses are given the behavioral approach, and practise management in a sequential system," Hayes said. "The greatest challenge facing personnel people is to have the sensitivity to deal with individuals and still bring those individuals into a team that will



carry out certain objectives." To do this effectively, humanity was needed, not mere tolerance, because there is so much more to working with a person than merely tolerating him.

**"Most morale problems stem from management's waiting too long to make a decision.** It gives individuals plenty of time to formulate an opinion of what they consider the proper course of action. Wage raises only buy time on unhappiness. **The real need of people is to feel a sense of achievement."**

In order to be organized and to staff correctly, one must have objectives, and it was imperative that these objectives belonged to groups rather than to individuals, Hayes stated. To have an effective teamwork system, the adversary system had to go. "Poor management gave rise to unions in the first place; it will have to be good management to bring about teamwork."

Excessive paperwork and carbons, he believes, make many potentially efficient working systems slow down to a dull crawl. "It is my sincere belief," he quipped, "that many personnel agents are undercover agents for filing cabinet companies."



# Federations of labour conventions

## New Brunswick

**Improved bilingual service in areas such as publications and translation** was announced as a major goal of the New Brunswick Federation of Labour at its 16th annual conference, held June 4 to 7 in Campbellton, N.B. To expand services to French-speaking union members, a French-language Atlantic Regional Labour Educational Centre will be established at the Memramcook Institute, near Moncton, N.B. It will parallel the English-language centre just opened at St. Francis Xavier University.

A record 312 delegates representing 32,000 union members attended the conference to hear such speakers as Jean Beaudry, Executive Vice-President of the Canadian Labour Congress, and Henry Rhodes, Director of Labour Councils and Federations for the CLC, as well as to conduct the business of the Federation. The economy, bilingualism and provincial legislation provided the major topics for discussion.

In his report, Federation President Paul LePage termed the high unemployment in northern New Brunswick as "appalling," but noted that last winter's crisis result-

ing from delayed payments of unemployment insurance benefits had been solved. He traced many of the social problems in New Brunswick to "the failure of our economy to grow and expand and to provide employment to the growing workforce."

In the field of legislation, the Federation urged provincial adoption of legal safeguards to guarantee payment of wages and salaries to employees in the case of company bankruptcy. To help reduce unemployment, a four-day workweek with no reduction in hours was advocated, as well as a provincial regulation establishing four weeks vacation with pay for all employees covered by the Vacation With Pay Act. Another resolution criticized shortcomings in New Brunswick's Human Rights Code, particularly omission of the right of workers to form and join trade unions for protection.

The bilingualism issue was important at the convention, and some delegates expressed disappointment that greater progress was not being made in providing ser-

vices to French-speaking union members. At one point, a dispute broke out on the floor over the appointment of an executive secretary to the Federation; a temporary walkout was staged by some delegates when the convention failed to pass a resolution requiring the new officer to be bilingual. A weaker resolution, calling on the Federation to have the "opportunity" of hiring a bilingual secretary, was passed later in the convention.

In the elections, President Paul LePage was returned to office for another year, along with all but two of the present executive. The two new officers elected to fill vacancies left by resignations are Ronald Cronkite, Vice-President of the Carleton-York region, and Norman Bourque, trustee.

Other resolutions presented included a call for New Brunswick to be declared a bilingual district, and French to be an officially recognized language in government business dealings. The convention called on union members to give "full and active support" to the New Democratic Party, although the vote approving support was very close. Delegates asked that the minimum wage in New Brunswick be raised to \$2.75 from the present level of \$1.40, an increase that would see a jump of nearly 100 per cent in the province's present minimum wage. New Brunswick is currently on a par with Newfoundland, having the second lowest minimum wage. Prince Edward Island's \$1.25, is the lowest in Canada.

Lastly, the Federation urged that financial support for the North-East Regional Development Council should be withdrawn by both the provincial and federal Governments. The Council, known as CRAN, was accused by the Federation of encouraging an illegal strike among steelworkers at Brunswick Mining and Smelting Limited.

## Alberta

Canada's current high rate of unemployment was the main concern of the 16th Annual Alberta Federation of Labour Convention held April 26 to 28 in Edmonton. In his opening address, AFL president Roy Jamha noted: "Even the Prairies, which have been relatively fortunate in this regard up to now, exceeded the 5 per cent level this winter." The 404 delegates attending the convention heard Jamha discuss not only high unemployment, but the promanagement slant he claims exists in the Alberta Department of Labour. He noted that, while other departments have been revamped, the

Labour Department has remained intact as "unique in its makeup from any other, with personnel drawn entirely from the ranks of management and the RCMP. The consequence of this is that management's advantage over us is devastating." He also noted with regret the poor penetration made by organized labour into Alberta.

The convention, comprising delegates from 220 locals representing a total membership of 51,203 workers, endorsed a 13-point program urging the provincial and federal Governments to take steps ensuring full employment and job security. **Demands included co-operative economic planning that would guarantee meaningful employment at fair wages to all citizens, establishment of policies that emphasize socially desirable objectives rather than private enterprise profit, nationalization of industries not acting in the public interest, and development of long-term programs to replace "band-aid work projects."**

In addition to the 13-point program, **delegates approved establishment of a national union for the unemployed** to be undertaken by the CLC, provincial labour federations, and civic labour councils. The purpose of the union would be to provide an effective outlet to direct the grievances of unemployed workers to appropriate agencies and branches of government. Brought before the convention also were resolutions calling for institution of a government-funded education upgrading program, endorsement in principle of the four-day, eight hour workweek; and retention of Alberta Government Telephone ownership in the hands of the province.



# Price indexes

## Consumer

**The consumer price index (1961 = 100) rose 0.1 per cent to 138.5 in June from 138.3 in May and was 4.1 per cent higher than in June a year ago.** In June 1972 the housing and transportation components advanced 0.3 per cent; the tobacco and alcohol index rose 0.2 per cent. The components for recreation and reading, and for food, each increased 0.1 per cent. Clothing prices declined 0.2 per cent, and the health and personal care index dropped 0.1 per cent.

**The food index decreased 0.1 per cent to 137.5 from 137.4.** An increase of 0.8 per cent in restaurant meal prices outweighed a decline of 0.1 per cent in the index of food for home consumption. The slight decline in the prices of food consumed at home was owing to a seasonal decrease in egg quotations and lower prices for several miscellaneous grocery items. Egg prices declined 10.8 per cent between May and June and were more than 5 per cent lower than a year ago. Meat, fish and poultry prices were 0.9 per cent higher in June 1972, and were over 11 per cent higher than a year ago. Beef rose 0.8 per cent, most cuts contributing to the advance. Chicken prices increased 1.4 per cent; pork, on average, rose 0.3 per cent. Fruit prices, on average, rose fractionally compared with increases of more than 3 per cent between May and June in the preceding 3 years. Mixed movements were recorded for fresh fruit, but most canned, dried and frozen fruit prices were marginally lower. The vegetable index advanced 0.6 per cent, recording a smaller increase than between May and June in recent years. Higher prices for potatoes, tomatoes and carrots, and some other fresh vegetables, offset decreases in celery, lettuce and cabbage quotations in the latest month. The dairy products components rose mainly as the result of the removal of earlier specials on butter, ice cream, powdered and evaporated milk, and a general increase in the Winnipeg fluid milk price. The bakery and cereal index rose marginally. Among other foodstuffs, lower prices were recorded for various items including instant and ground coffee, vegetable soup, catsup, jelly powder, and margarine.

The food index was 5.4 per cent above its level of a year ago. The price of food consumed at home increased 5.3 per cent and that of restaurant meals 6.3 per cent, in June 1971.

**The housing index rose 0.3 per cent to 142.6 in June from 142.2 in May,** mainly because of increases in the shelter and household operation components. It was 4.6 per cent higher than a year ago. The shelter index rose 0.1 per cent, mainly because of a 0.6 per cent increase in new house prices; rents and home-owner repair charges, each increased 0.1 per cent. Within the household operation component, which rose 0.5 per cent, household service charges advanced 1.9 per cent because of increased telephone rates in a number of centres in Ontario and Québec. A 0.7 per cent advance in appliance prices resulted mainly from higher prices for sewing machines, electric frying pans and electric stoves. The furniture and the household operation items, floor coverings, dishes, light bulbs, alarm clocks and garbage cans registered price increases; cleaning supplies were generally lower in price because of supermarket sales.

**The clothing index decreased 0.2 per cent to 131.3 in June from 131.5,** mainly because of lower prices for men's wear, women's wear, children's wear, and piece goods. A decrease of 0.5 per cent in men's wear resulted from sale prices for suits, trousers and socks. Sales in spring coats and dresses were responsible for a 0.4 per cent decline in the women's wear index. Price increases of 0.3 per cent and 1.2 per cent were registered for footwear and clothing services, the latter because of generally higher shoe repair, dry cleaning and laundry charges. Between June 1971 and June 1972, the clothing index rose 2.1 per cent.

**The transportation index rose 0.3 per cent to 133.6 in June from 133.2 in May** as a result of increases of 3.2 per cent and 0.3 per cent in inter-city travel and local transportation components. Train fares increased because of seasonal and non-seasonal factors, and some inter-urban bus fares were raised in Québec and Ontario. The local transportation index also rose as adoption of a cash-only payment system effectively increased Edmonton bus fares. No change was recorded in the automobile operation component as marginally higher new car prices, together with widespread advances in chassis lubrication charges, offset gasoline price reductions in a number of cities. In the twelve months to June 1972, the transportation index rose 2.7 per cent.

**The health and personal care index declined 0.1 per cent** to 148.9 in June from 149.0 in May because of lower prices for some personal care supplies such as toilet soap, cleansing tissues and razor blades. Between June 1971 and June 1972, the health and personal care index advanced 4.7 per cent.

**The recreation and reading index advanced 0.1 per cent** to 139.3 in June from 139.2 in May, and was 2.9 per cent higher than a year ago. Price increases were recorded for phonograph records, bicycles, sports equipment and black-and-white television sets. Colour television sets and stereo combinations decreased in price.

**The tobacco and alcohol index rose 0.2 per cent** to 132.8 in June from 132.5 in May and was 3.2 per cent above its June 1971 level.

Consumer price index items, when classified by commodities and services, offer another view of the incidence of the change in prices. Between May and June, the services index moved up 0.3 per cent, mainly because of increased telephone rates and higher clothing service and chassis lubrication charges, together with increased train and local and inter-city bus fares. The total commodities index edged up 0.1 per cent as rises of 0.4 per cent for durables and 0.1 per cent for food outweighed 0.1 per cent lower prices for non-durables excluding food. The durables increase was chiefly attributable to higher prices for bicycles, furniture, floor coverings, appliances, and some other household utensils and equipment. The decline for non-durables excluding food was mainly the result of reductions for garments, household cleaning supplies, toiletries and gasoline outweighing increased quotations for tobacco, alcoholic beverages, footwear, phonograph records and sports equipment.

### City consumer

**Between May and June the consumer price index (1961=100) advanced in eight regional cities and city-combinations and declined in four.** The movements ranged from an increase of 0.9 per cent in St. John's to a decrease of 0.5 per cent in Thunder Bay. Food indexes rose in five cities, declined in six and remained unchanged in one, reflecting generally higher restaurant meal prices across the country, and mixed movements in quotations for food consumed at home. Housing indexes advanced in 11 cities, mainly as a result of increased rents and higher prices for many home furnishing items; increased telephone rates in Ontario and Québec cities contributed to the rise in the housing index. Clothing indexes rose in seven cities and declined in five. Higher prices for clothing upkeep were recorded

in most cities surveyed, but apparel prices were lower in many areas. Transportation indexes rose in nine cities, reflecting increased inter-urban bus and rail fares and higher automobile lubrication charges. The health and personal care components declined in six cities, rose in four and were unchanged in two, mainly as the result of mixed price movements for toiletries. **Recreation and reading components likewise registered mixed movements across the country.** Tobacco and alcohol indexes rose in four cities and were unchanged in eight.

Regional consumer price index point changes between May and June were: On the base 1961=100: St. John's +1.2 to 129.2; Saint John +.5 to 130.3; Toronto +.5 to 133.9; Saskatoon-Regina +.5 to 127.6; Edmonton-Calgary +.4 to 133.0; Ottawa +.2 to 134.9; Halifax +.1 to 130.3; Winnipeg +.0 to 132.5; Vancouver -.1 to 131.7; Montreal -.2 to 130.5. On the base 1969=100: Quebec City -.3 to 106.7; Thunder Bay -.5 to 106.6.

City indexes are not as comprehensive in price content as the Canada consumer price index, and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only, whereas changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs have increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

### Wholesale

**The general wholesale index (1935-39=100) advanced 0.3 per cent in June to 306.5** from the revised May index of 305.7. It was 5.9 per cent higher than the June 1971 index of 289.3. Six of the eight major group indexes were higher, and two declined.

The animal products group index rose 1.0 per cent to 372.7 from 369.0 on higher prices for fresh and cured meats and livestock. An advance of 0.5 per cent to 245.5 from 244.4 in the chemical products group index reflected price increases for paint materials and inorganic chemicals. Moderate increases were recorded for four major group indexes: vegetable products to 239.6 from 239.0, textile products to 278.4 from 277.6, non-metallic minerals to 233.3 from 232.5 and iron products to 323.2 from 323.0. The non-ferrous metals products group index declined 0.6 per cent to 264.0 from 265.5 on price decreases for refined copper (export prices) and silver. There was a slight decline in the wood products group index to 425.2 from 425.4.



# General topics

## Employment review

The seasonally adjusted unemployment rate remained at 6.2 between May and June. The unadjusted rate, representing actual unemployment as a per cent of the labour force, also remained at 6.2 between May and June. The rate increased for persons 25 years of age and over and decreased for persons 14 to 24. By region, the rates declined in the Atlantic and British Columbia and increased in Ontario and Quebec.

**Employment.** There was an increase in employment between May and June of 36,000. The level was 8,315,000 compared with 8,051,000 a year ago. Employment levels between May and June increased for both men and women 25 years of age and over, and decreased for persons aged 14 to 24. Compared with a year ago, employment advanced 273,000 (3.3 per cent). Regionally there were increases in the Prairies, 32,000, the Atlantic, 14,000, and a decrease in Ontario, 25,000. Québec and British Columbia showed little change.

**Unemployment.** The level of unemployment increased from 544,000 in May to 553,000 in June. A year ago the level was 539,000. By main age-sex group, there were increases for both men and women 25 and older and small decreases for persons 14 to 24 years of age. By duration, there was a decrease in the number of persons seeking work for under one month and an increase in those seeking work for more than one month. The levels for Ontario and Québec increased, and the levels for the other regions showed small declines.

**Participation rate.** The participation rate increased to 56.4 in June. In June 1971 the rate was 55.8. It increased for persons 25 years of age and over and declined for persons 14 to 24 years of age. Regionally there were increases in the Prairies and the Atlantic, and a small increase in Québec. Ontario and British Columbia showed small declines.

## October credits

**Certification before the CLRB,** p. 542, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour** p. 545, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** Murray Mosher Photo Features Ltd.: Cover. The Public Archives of Canada: p. 508. David Portigal and Co., Winnipeg: p. 514. CN Photo: p. 517. NFB: p. 519, 533, 549. The Aluminum Co. of Canada Ltd., Montreal: p. 520.

## Gazette error

The heading in the table, "Strikes and Lockouts Involving 100 or More Workers, September 1972 (Preliminary)," on p. 500 to 504 inclusive of the September 1972 *Gazette* contains an error. "September" should read "May."

## Unemployment insurance fund

During June 1972, 23,379 investigations were completed across Canada. Of these 11,799 were on-premises investigations and 2,420 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,540 formal investigations and 7,620 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,719. Prosecutions were begun in 136 cases, 135 against claimants and one against an employer.

## U.S. employment

Unemployment in June was 5,400,000 compared with 4,300,000 in May. The seasonally adjusted rate of unemployment in June was 5.5 compared with 5.9 per cent in May; the actual rate of unemployment was 6.1 per cent. The civilian labour force was 88,055,000.



**Québec—Only the Beginning. The Manifestoes of the Common Front;** edited by Daniel Drache; New Press, Toronto; 272 pages; \$3.75 paper, \$7.95 cloth.

The turbulent trade union movement has perhaps been too long neglected in English Canadian publications. This book, second in the New Press Study Québec series, outlines the Common Front's political stance and explains the rationale behind the joining of Québec's

three major labour organizations for joint negotiation with the provincial Government. Data and case studies are presented to back up the Front's arguments for greater political action by unions.

The manifestoes contained in the book have been passed by the Confederation of National Trade Unions, the Québec Federation of Labour, and the Québec Teachers Corporation. Increased political activity, according to the unions, is the only way for Québécois to maintain control of their province. Concessions by provincial and federal Governments to industry are selling out Québec, the unions argue, and political pressure exercised through unions is necessary for protection of workers' interests. The book outlines Common Front theories for using public capital effectively to stimulate private industry, rather than the subsidization and patronization of industry that it charges is now taking place.

The book offers a clear enunciation of the left wing politico-economic position taken by the Common Front, but cannot be considered an objective look at the situation. Additional perspective can be added either by reading documents outlining the positions of the provincial and federal Governments, or those issued by the CSD, the group of unions that broke away from the Common Front because of policy differences.

**Soviet Agricultural Trade Unions, 1917-70,** by Peter J. Potichnyj, University of Toronto Press, Toronto, Ontario; 200 pages, \$12.50.

Beginning with the experiment of the Butirsky Farm union in 1904-5, this book traces the progress made by the agricultural unions in the Soviet Union and analyzes their present-day functions and powers. After examining these facets, the book concludes that the unions "are beginning to function as channels for a certain amount of genuine pressure in government policy decisions," though warning that they are not directly comparable to Western unions because of the different economic systems.



# Certification

The Canada Labour Relations Board met for three days during July. The Board granted four applications for certification, permitted the withdrawal of three, rejected two, and ordered a representation vote in two other counter applications made for the same unit of employees. The Board granted three requests to vary previous Orders of Certification. Reasons for Judgment were issued in one of the rejections and in one of the requests. Twelve applications for certification, two for revocation, and two requests for review were received during the month.

**Applications for certification granted.** Canadian Air Line Employees' Association on behalf of a unit of employees of Air Canada employed in its Finance Branch in Canada. Employees in the Finance Branch at its Montreal, Qué. headquarters were excluded (LG, Apr., p. 199).

Canadian Marine Officers' Union on behalf of a unit of licensed engineers employed by Messabec Limitée, Montréal, Qué., aboard its vessel "M/V Québec" (LG, Sept., p. 490).

Public Service Alliance of Canada on behalf of a unit of office employees and pilot boat crews employed in Halifax and Sydney, N.S., St. John's, Nfld., and Saint John, N.B., by Atlantic Pilotage Authority, Halifax, N.S. (LG, Sept., p. 490).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees employed in the Yukon Territory by Dawson Construction Limited, Vancouver, B.C. (LG, Sept., p. 490).

**Representation vote ordered.** The Board ordered a representation vote in cross applications for certification made by the Public Service Alliance of Canada, and the Syndicat des Employés de l'Administration de Pilotage des Laurentides (CSN), in respect of a unit of employees of Laurentian Pilotage Authority, Montréal, Qué., employed in Montréal, Québec City, and Les Escoumins, Qué. The vote is being taken by G. A. Plante, Industrial Relations Officer in the Ottawa Office of the Canada Department of Labour (LG, Aug., p. 439).

**Reasons for judgment issued.** In rejecting an application for certification made by Canadian Transportation Workers' Union No. 188, National Council of Canadian Labour, in respect of a unit of employees of Kel Truck Service Ltd., Chatham, Ont. The Board found that the employees in the proposed bargaining unit were not employees of the respondent. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervened to contest the application (LG, Aug., p. 439).

In directing that its Order of June 9, 1961, certifying the National Association of Broadcast Employees and Technicians as the bargaining agent for a unit of employees of Vantel Broadcasting Co. Ltd., Vancouver, B.C., be amended: (a) by changing the name of the company to its present name, British Columbia Television Broadcasting System Limited, and (b) by adding to the bargaining unit in the certificate the classifications of film editor, film librarian, and film shipper (LG 1961, pp. 567, 794, Feb., p. 89) (Reasons for judgment issued; full text in Supplement No. 5, 1972).

**Application for certification rejected.** International Longshoremen's Association Local 1976, applicant, and Canadian National Railways, Montréal, Qué., respondent. The Board found in the application affecting certain employees of the company at Mulgrave, N.S., that the applicant had not supplied satisfactory evidence of having members in good standing at the date of the application (LG, June, p. 311).

**Applications for certification withdrawn.** General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, M. J. Campbell Limited, Weston, Ont., respondent, and G. Warren, M. Lee, et al., interveners (employees in Toronto, Brampton and Barrie) (LG, Aug., p. 439).

Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Weir Movers (1959) Ltd., Scarborough, Ont., respondent (employees in Metropolitan Toronto) (LG, Sept., p. 490).

**Requests for review granted.** The Board directed that a previous Order of Certification issued on October 3, 1957, as amended on April 7, 1969, affecting the National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, and a unit of employees of Central Mortgage and Housing Corporation, Ottawa, Ont., employed at the Benny Farm Housing Project in Montreal, be further amended by deleting the name of National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America and substituting therefor the name of National Union of Operating Engineers of Canada, Local 14850, International Union of District 50, Allied and Technical Workers of the United States and Canada (LG, Sept., p. 489).

The Board directed that the Order of Certification issued by the Wartime Labour Relations Board (National) on May 25, 1946, affecting the Canadian Brotherhood of Railway Employees and Other Transport Workers and a unit of employees of Colonial Coach Lines, Ltd., be amended by deleting the names of the certified bargaining agent and the employer and substituting therefor the names of the Canadian Brotherhood of Railway Transport and General Workers and Voyageur Colonial Limited (LG, Sept., p. 489).

**Applications for revocation of certification received.** Northern Wings Limited, Sept-Iles, Qué., is the applicant in separate applications for revocation of the Board's Orders of Certification dated May 19, 1960 and June 23, 1967, which certified the International Association of Machinists and Aerospace Workers as the bargaining agent for a unit of ground service personnel and a unit of pilots of the applicant.

**Requests for review received.** Canadian Union of Public Employees is the applicant in a request for review of the Board's decision dated June 25, 1953, certifying the As-



sociation of Radio and Television Employees of Canada (ARTEC) as the bargaining agent of a unit of employees of the Canadian Broadcasting Corporation.

Smit and Cory International Port Towage Limited (I. H. Mathers and Son Limited, as agents, Halifax, N.S.) is the applicant in a request for review of the Board's Order of Certification, dated June 9, 1972, certifying the Seafarers' International Union of Canada as the bargaining agent of a unit of employees of the applicant employer (LG, Aug., p. 437).

**Applications for certification received.** General Truck Drivers' Union Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 141, and Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and maintenance employees of Lou's Transport Co. Ltd., Rexdale, Ont., employed in Toronto and Woodstock, Ont., and Hull, Qué. (See applications for certification withdrawn above).

International Longshoremen's Association, Local 1739, on behalf of a unit of grain elevator employees of Bunge of Canada Limited, Québec, Qué. (Investigating Officer: J. J. de G. Loranger).

Public Service Alliance of Canada on behalf of a unit of employees of Pacific Pilotage Authority, Vancouver, B.C. (Investigating Officer: R. F. Langford).

International Brotherhood of Electrical Workers, Local 264, on behalf of a unit of technical employees of British Columbia Television Broadcasting System Limited, Burnaby, B.C. (Investigating Officer: R. F. Langford).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Kenwood's Moving and Storage Limited, Montréal, Qué. (Investigating Officer: J. J. de G. Loranger).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dallas and Mavis Forwarding Co. (Canada) Ltd., Kelowna, B.C. (Investigating Officer: A. A. Franklin).

Canadian Union of Public Employees on behalf of officers of the security force employed by Cape Breton Development Corporation, Sydney, N.S. (Investigating Officer: R. L. Kervin).

Vancouver Harbour Employees' Association Local 517, International Longshoremen's & Warehousemen's Union, on behalf of a unit of employees of Pacific Pilotage Authority, Vancouver, B.C. (Investigating Officer: R. F. Langford).

International Union, United Plant Guard Workers of America, Local 1962, on behalf of a unit of security guards employed by CFTO TV Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Multiple Access Limited, Toronto, Ont. employed at broadcasting stations CFCF-TV, CFCF, CFQR-FM and CFCX, Montreal, Qué. (Investigating Officer: J. J. de G. Loranger).

Communication Workers of Canada, Local 6, on behalf of a unit of employees of Northern Telephone Limited, New Liskeard, Ont. (Investigating Officer: H. A. Fisher).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Coopérative de Transport Maritime et Aérien, Cap-aux-Meules, Ile-de-la-Madeleine, Qué. (Investigating Officer: S. T. Payne).

# Conciliation

During July the Minister of Labour appointed conciliation officers to deal with the following disputes:

Larivière Transport Limited, Montebello, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger).

Yukon Freight Lines Limited, Whitehorse, Y.T., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31 and 362 (Conciliation Officer: R. F. Langford).

Charlottetown Steamship Company Limited; Coopérative de Transport Maritime et Aérien; and H. B. Willis Incorporated, Charlottetown, P.E.I., and Labourers' Protective Union, Local 9568 (Conciliation Officer: C. A. Ogden).

Smit and Cory International Port Towage Limited, Halifax, N.S., and Seafarers' International Union of Canada (Conciliation Officer: C. A. Ogden).

Kraus Transport Ltd., Mississauga, Ont., and General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher).

Superior Cartage (Lakehead) Limited, Thunder Bay, Ont., and Teamsters' International Union, Local 990 (Conciliation Officer: A. E. Koppel).

**Settlements by conciliation officers.** British Columbia Television Broadcasting System Limited (CHAN-TV), Vancouver, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officers: D. H. Cameron and R. F. Langford) (LG, July, p. 377).

Canadian Pacific Railway Company (British Columbia Coast Steamship Service), Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron) (reassigned to D. S. Tysoe) (LG, July, p. 378).

The J. P. Porter Company Limited; Canadian Dredge and Dock Co. Limited; Richelieu Dredging Corporation Inc.; McNamara Marine and T. C. Gorman, and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (LG, Aug., p. 434).

Prilam Shipping Co. Ltd., Montreal, Qué. (formerly Messagerie Cotière Limitée) and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (reassigned to J. J. de Gaspé Loranger) (LG, Aug., p. 434).

Messabec Limitée, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: M. Archambault) (LG, Aug., p. 435).

Halterm Limited, Port of Halifax, and International Longshoremen's Association, Local 269 (Conciliation Officers: C. A. Ogden and R. L. Kervin) (LG, Aug., p. 435).

Canadian National Newfoundland Steamship Service, and Canadian National Railway Company (Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (reassigned to R. L. Kervin) (LG, July, p. 378).

Ogilvie Flour Mills Company Limited, Montreal, Qué., and National Syndicate of Employees of Ogilvie Flour Mills Company Limited (CNTU) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, May, p. 250).

Conrad Brothers Limited, Dartmouth, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 606A. (Conciliation Officer: R. L. Kervin) (LG, Sept., p. 491).

Westcoast Transmission Company Limited, Vancouver, B.C., and Local 9-862, Oil, Chemical and Atomic Workers International Union (representing a unit of mechanics, operators and technicians employed at the company's Fort Nelson Gas Processing Plant) (Conciliation Officer: George W. Rogers) (LG, July, p. 378).

**Conciliation boards appointed.** Kent Line Limited, Saint John, N.B., and Seafarers' International Union of Canada (LG, Sept., p. 491).



MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local Union No. 362 (LG, Aug., p. 434).

**Conciliation boards fully constituted.** The Board of Conciliation and Investigation established to deal with a dispute between British Columbia Maritime Employers' Association, and International Longshoremen's and Warehousemen's Union—Canadian Area (LG, Sept., p. 491) was fully constituted with the appointment of Dr. Noel A. Hall of Vancouver as chairman. Dr. Hall was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, nominee for the Employers' Association, R. A. Mahoney, and union nominee William Stewart, both of Vancouver.

The Board of Conciliation and Investigation established to deal with a dispute between Wardair Canada Ltd., Edmonton, Alta., and Canadian Air Line Flight Attendants' Association (LG, Sept., p. 493) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. O. Ackroyd, and union nominee Roy Jamha, both of Edmonton.

The Board of Conciliation and Investigation established to deal with a dispute between National Harbours Board, Port of Montreal, and the National Syndicate of Employees of the Port of Montreal (CNTU) (representing general forces, grain elevator and cold storage employees) (LG, Sept., p. 493) was fully constituted with the appointment of Reuben Spector, Q.C., of Montreal as chairman. Mr. Spector was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert Hénault, and union nominee Leon Lepage, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel), Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Sept., p. 493) was fully constituted with the appointment of Prof. E. E. Palmer of London as chairman. Prof. Palmer was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee Gordon McCaffrey, Ottawa.

The Board of Conciliation and Investigation established to deal with a dispute between Canada Steamship Line Limited, Montreal, Qué., and Brotherhood of Railway Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (LG, Sept., p. 493) was fully constituted with the appointment of Stanley H. Hartt of Montreal as chairman. Mr. Hartt was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee D. J. A. MacSween, Montreal, and union nominee Douglas Fisher, Stittsville, Ont.

**Conciliation board reports received.** Canadian Transi Company, Windsor, Ont., and Teamsters, Chauffeurs Warehousemen and Helpers, Local 880 (LG, July, p. 379). (Full text appears in Supplement No. 4, 1972).

Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Locals 1657 and 1605, International Longshoremen's Association (LG, Aug., p. 436). (Full text appears in Supplement No. 4, 1972).

Boyd's Express Ltd.; Central Truck Lines Ltd., and St John's Iberville Transport, Montreal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Sept., p. 493). (Full text appears in Supplement No. 4, 1972).

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service) and Seafarers' International Union of Canada (LG, Sept., p. 493). (Full text appears in Supplement No. 4, 1972).

**Settlements reached by conciliation boards.** Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member trucking companies in Québec falling within federal jurisdiction) and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Sept., p. 493) (parties accepted Board recommendations).

Soo-Security Motorways Ltd., Winnipeg, Man., and Teamsters' Locals 979, 990, 395 and 362 (LG, July, p. 379).

**Settlement reached prior to commencement of board hearings.** National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (settlement reached with the mediation assistance of H. A. Fisher and K. Hulse).

## Decisions of the umpire

**CUB 3125** The claimant submitted a claim for benefits stating that he had last worked as a lumberjack for \$35 a day, and that the job had lasted from May 19, 1970 to December 17, 1970 inclusive. He had stopped working because there was no further employment on that job.

In his report for the two-week period beginning January 3, 1971 the claimant stated that he had received a bonus of \$65 for Christmas 1970, and another of \$65 for New Year's Day. He indicated that the amount of \$130 represented five days bonus, and that he had completed 150 days during 1970.

The company informed the Commission on February 5, 1971 that, under their collective agreement, an employee who had 150 working days to his credit, and whose job ended after December 5 because of a shortage of work, was entitled to five days leave, starting with a half day Christmas Eve until the day after New Year's Day. The employer noted also that the claimant was laid off on December 17 for lack of work, and that he had received an amount of \$130 for this time off.

In view of the foregoing, the insurance officer informed the claimant that pay for a holiday or non-working day immediately preceding or following the holiday was considered earnings attributable to the days for which they were payable, and accordingly the claimant's earnings had been determined as \$65 for the week beginning December 20, 1970, and \$65 for the week beginning December 27, 1970.

During an interview at the district office on February 9, 1971 the claimant said that the amounts received represented two half days in the week of December 20, and another two half days in that of December 27, 1970. He alleged he was entitled to this bonus as he had completed 150 working days during 1970. He further asked, "Were they really earnings in the weeks beginning December 20 and 27, 1970 when my work ended on December 16, 1970?"

The employer wrote the district office on February 11 regarding interpretation of the company's bonus clause. He explained that any employee who had not been laid off prior to the 20 days preceding the holiday season was entitled to a bonus equivalent to five working days, which was paid to him the day following that on which the camps were reopened after the holidays. This was a type of encouragement for employees to return after the holidays, as well as compensation for those who might be laid off after December 5 of each year. Further, they were not allocated a working day for this bonus, and no day of seniority was calculated on the basis of this bonus.

The claimant entered an appeal to the Board of References on April 21, stating that the bonus he was paid during December 1970 was a gratuitous bonus and could



not be regarded as earnings. The claimant did not appear before the Board of Referees when his case was heard on May 27, 1971 but was represented by a union delegate. The company manager was also present.

Both parties established that the prevailing intention at the time this bonus was instituted was to encourage employees to return to work after the holiday period, and the employer declared that the improvement in holiday returnees was 90 per cent.

"It must therefore be assumed," the Board said in its conclusions, "that these sums are paid under an employment contract on condition that the employee remain on the job until the end of the season, or as long as his services are required, and they accordingly cannot be regarded as premiums or gratuities properly so called, as they are provided for under the agreement, and further, are to be spread over the period for which they were earned or paid."

A majority of the Board of Referees decided to uphold the insurance officer's decision and dismiss the appeal. One of the Board members dissented.

"The sum of money paid to the claimant as a bonus is not to be regarded as earnings within the meaning of the Unemployment Insurance Act," he said. "In this case the term bonus must be regarded as a gift or compensation for services previously rendered. This bonus may be disguised as a sick leave payment accumulated prior to cessation of employment. The advantages for an employer of granting a bonus at the cessation of employment are that it encourages employees to return to work or encourages the employer, who is presumed to have a social conscience. The term bonus may also be defined as compensation."

In the collective agreement it was stated that any employee who has acquired a right after a period of service and who does not have the right because industry shut-down prevents settlement of payment for days off with pay during this period is entitled to a lump sum equivalent to five working days, as a bonus, while operations are shut down before the holiday period, and these employees cannot be regulated for any reason to acquire days off with pay, namely Christmas Day, New Year's Day, Christmas Eve and New Year's Eve.

After questioning the employer's representative on the intent of the negotiations and bonus paid to the claimants, the dissenter said, it was obvious that this bonus was not in compensation for the days off with pay between December 17, 1970 and January 3, 1971 but was paid to encourage employees to return to work after the holiday period.

In the same testimony the employer's representative, together with the union representative, had indicated that the intent of the collective labour agreement on the term bonus was as a counter-proposal by the employer in response to a union demand for a monthly holiday paid for by the employer, for every employee in his service.

"In conclusion, in this case, it is my opinion that the bonus of \$130 cannot be regarded as earnings within the meaning of the Act, or as compensation for the days off with pay to which he would have been entitled if he had continued to work during the period from December 17 to January 3 of the following year."

The claimant's union then appealed to the Umpire, who drew attention to the employer's statement that the payments made to the claimant were paid to him as "a severance allowance," that they were "purely and entirely on a gratuitous basis," and that "there was absolutely no condition or provision in the employees' contract of service implied or written that required the employer to grant these concessions." Moreover, the record showed that the payments were payable prior to, and in contemplation of, the termination of the claimant's contract of service.

In view of the foregoing, the Umpire believed that the payments made to the claimant by his employer were in the nature of an income and not to be considered as earnings.

"As gratuity or simple generosity is the essential characteristic of a bonus within the meaning of the Act and the Regulations," he said, "the monies received by the claimant in conformity with the provisions of the collective agreement were not a bonus." The union's appeal was therefore dismissed.



## Railway arbitration

Three new cases were heard by the Canadian Railway Office of Arbitration in Montreal on June 13, 1972. Two of the grievances were dismissed, the other allowed in part.

**Case No. 363:** Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the company's assessment of 10 demerit marks given to a warehouseman for property damage.

In his statement, the warehouseman said that he was backing into the door of a shed when he noticed that the clearance overhead was not sufficiently rolled up. When he stopped his machine, it locked into reverse

gear, and when he tried to get it out of gear, it rolled back and struck the door. The company contended that the grievor should have set the brake and reported to his supervisor. The union objected to the company's investigation, saying that the grievor did not receive a fair and impartial hearing. The investigating officer, in fact, had mentioned other accidents that the grievor had allegedly been involved in, and, although the union objected, these objections were not recorded in the transcript. Although this inaccuracy was noted by the arbitrator, he did not believe that it vitiated the entire investigation or prejudiced the union's case. He did, however, request that the discipline imposed on the grievor be reduced to five demerit marks.

**Case No. 364:** Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over demerit marks given to a warehouseman over careless handling of goods. The grievor was supposed to replace a loaded container with an empty one, but inadvertently replaced it with a full container that was mixed in with empties and shipped to another destination. The union objected that the warehouseman was not given sufficient notice of the investigation, and that the investigating officer, as in Case No. 363, had failed to record an objection made by the union representative. In the arbitrator's opinion, the agreement had not been violated; the investigation had, according to the agreement, taken place "as soon as possible" after the mistake was made. In this particular case, the error was not discovered until four days later. There was no doubt in the arbitrator's mind that the grievor had acted carelessly, and five demerit marks were not considered to be unduly harsh. The grievance was therefore dismissed.

**Case No. 365:** Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, over the word "caution" assessed against the record of a motorman.

A motorman was involved in an accident that caused considerable damage to company property. The union said that the accident was caused by improperly tractioned tires, and claimed that the grievor was not given proper notice of "the charges against him." On studying the evidence, the arbitrator concluded that the condition of the tires had little, if anything, to do with the accident, and that when the grievor was notified that there was to be an investigation, he knew exactly what it was about. In the arbitrator's opinion, there was little doubt that the grievor's carelessness had caused the accident, and he stated that the discipline imposed was the least possible under the circumstances.



# Publications in the library

## List No. 282

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

### Accident prevention

**No. 1—Bureau of National Affairs, Washington, D.C.** ABC of the Job safety and health act; the law in brief, checklists, text of the act. Prepared by the editorial staff of the Bureau of National Affairs, inc. Washington [1971] 46 p.

### Automobile industry and trade

**No. 2—White, Lawrence Jay.** The automobile industry since 1945. Cambridge, Mass., Harvard University Press, 1971. 348 p.

### Biographies—labour leaders

**No. 3—Charpentier, Alfred.** Cinquante ans d'action ouvrière; les mémoires d'Alfred Charpentier présentés par Gérard Dion. Québec, Les Presses de l'Université Laval, 1971. 539 p.

### Public service

**No. 4—Macy, John Williams.** Public service; the human side of government. [1st ed.] New York, Harper & Row [1971] 304 p.

### Collective agreements

**No. 5—Canada. Department of Labour. Economics and Research Branch.** Provisions in collective agreements covering office employees in Canadian manufacturing industries (1971). [Ottawa] 1971. 93 p.

**No. 6—International Labour Organization.** Accords de base et déclarations communes en matière de relations professionnelles. Genève, Bureau international du Travail, 1971. 246 p.

### Collective bargaining

**No. 7—Adell, Bernard Leo.** Collective bargaining for university faculty in Canada [by] B. L. Adell & D. D. Carter. Kingston, Ont., Queen's University, Industrial Relations Centre [c1972] 95 p.

**No. 8—Carter, Barbara.** Pickets, parents, and power; the story behind the New York City teachers' strike. New York, Citation Press, 1971. 178 p.

**No. 9—Collective Bargaining Forum, New York, 1970.** Collective bargaining today; proceedings of the Collective Bargaining Forum, 1970; a conference sponsored by the Institute of Collective Bargaining and Group Relations, May 18-20, 1970, New York City. Washington, Bureau of National Affairs [c1971] 462 p.

**No. 10—Craft, James A.** Fire fighter strategy in wage negotiations. Lafayette, Ind., Purdue University, Herman C. Krannert Graduate School of Industrial Administration, 1971. 22, 9 p.

**No. 11—Davey, Harold William.** Contemporary collective bargaining. 3rd ed. Englewood Cliffs, N.J., Prentice-Hall [1972] 402 p.

**No. 12—Labor-Management Relations Service.** Cities join together for bargaining: the experience in Minnesota and British Columbia. [Washington, 1971] 16 p.

**No. 13—Mills, Daniel Quinn.** Industrial relations and manpower in construction. Cambridge, Mass., MIT Press [c1972] 297 p.

**No. 14—Murphy, Edward F.** Management vs. the unions; how to win. New York, Stein and Day [1971] 190 p.

**No. 15—Palombo, Raymond N.** Collective bargaining and the merit system in the City of New York. [Ann Arbor, University Microfilms, 1972] 199 p.

**No. 16—Thompson, Lawrence Hyde.** Product market structure and collective wage determination: a study of newspaper publishing and construction in Detroit. [Ann Arbor, University Microfilms, 1972] 279 p.

**No. 17—Washington (State) Public Employees Collective Bargaining Committee.** Public employees collective bargaining in Washington: biennial report submitted to the session of the Washington State Legislature. 1st-1969/71- [Olympia, 1971- Library has: 1969/71.

## **Containerization**

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# Labour statistics

| Principal Items   | Date             | Amount    | Percentage Change from |               |
|---|------------------|-----------|------------------------|---------------|
|   |                  |           | Previous Month         | Previous Year |
| (in thousands)  |                  |           |                        |               |
| TOTAL CIVILIAN LABOUR FORCE*                                      |                  |           |                        |               |
| Week ended June 17, 1972  |                  | 9,149     | + 2.8                  | + 3.3         |
| Employed .....  | June             | 8,581     | + 2.8                  | + 3.3         |
| Agriculture .....   | "                | 537       | + 2.3                  | - 1.3         |
| Non-agriculture .....   | "                | 8,044     | + 2.9                  | + 3.6         |
| Paid workers .....  | "                | 7,492     | + 2.8                  | + 4.0         |
| At work 35 hours or more .....                                    | "                | 6,915     | + 4.0                  | + 2.7         |
| At work less than 35 hours .....                                  | "                | 1,302     | - 4.4                  | + 3.8         |
| Employed but not at work .....                                    | "                | 364       | - 9.6                  | + 12.7        |
| Unemployed .....  | "                | 568       | + 2.9                  | + 3.1         |
| Atlantic .....  | "                | 52        | - 17.5                 | + 10.6        |
| Québec .....  | "                | 200       | - 2.9                  | + 4.7         |
| Ontario .....   | "                | 191       | + 25.7                 | - 1.5         |
| Prairie .....   | "                | 50        | - 9.1                  | - 5.7         |
| British Columbia .....  | "                | 75        | - 1.3                  | + 13.6        |
| Without work and seeking work .....                               | "                | 553       | + 4.5                  | + 3.4         |
| On temporary layoff up to 30 days .....                           | "                | 15        | - 34.8                 | - 6.2         |
| INDUSTRIAL EMPLOYMENT (1961 = 100)† .....                         |                  |           |                        |               |
| Manufacturing employment (1961 = 100)† .....                      | April            | 126.7     | + 0.6                  | + 1.5         |
|   | "                | 122.2     | + 0.8                  | + 2.3         |
| IMMIGRATION .....   |                  |           |                        |               |
| Destined to the labour force .....                                | 1st 3 mths. 1972 | 23,567    | -                      | - 15.5        |
|   | "                | 11,864    | -                      | - 20.3        |
| STRIKES AND LOCKOUTS  |                  |           |                        |               |
| Strikes and lockouts .....  | June             | 117       | + 9.3                  | - 11.4        |
| No. of workers involved .....                                     | "                | 118,587   | + 90.7                 | + 149.2       |
| Duration in man days .....  | "                | 1,209,780 | + 17.8                 | + 318.0       |
| EARNINGS AND INCOME   |                  |           |                        |               |
| Average weekly wages and salaries (ind. comp.)† .....             | April            | 147.93    | + 1.4                  | + 9.0         |
| Average hourly earnings (mfg.)† .....                             | "                | 3.50      | + 1.2                  | + 8.4         |
| Average weekly hours paid† .....                                  | "                | 40.4      | + 1.3                  | + 1.5         |
| Consumer price index (1961 = 100) .....                           | July             | 140.2     | + 0.8                  | + 10.6        |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)‡ ..... | April            | 137.3     | + 2.4                  | + 5.5         |
| Total labour income (millions of dollars)† .....                  | "                | 4,565.6   | + 0.8                  | + 10.6        |
| INDUSTRIAL PRODUCTION†  |                  |           |                        |               |
| Total (average 1961 = 100) .....                                  | June             | 194.2     | + 0.9                  | + 5.9         |
| Manufacturing .....   | "                | 191.1     | + 1.4                  | + 6.3         |
| Durables .....  | "                | 214.7     | -                      | + 5.3         |
| Non-durables .....  | "                | 172.4     | + 2.9                  | + 7.3         |
| NEW RESIDENTIAL CONSTRUCTION**                                    |                  |           |                        |               |
| Starts .....  | June             | 21,903    | + 5.3                  | + 20.0        |
| Completions .....   | "                | 16,913    | - 1.8                  | + 56.3        |
| Under construction .....  | "                | 148,225   | + 3.3                  | + 16.9        |

\* Estimates of the labour force, the employed and the unemployed, are from **The Labour Force**, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Revised advance data.

‡ Preliminary.

\*\* Centres of 10,000 population or more.



# Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or lockout out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

## Strikes and Lockouts, 1967-1972

| Month or Year        | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year |                  |                     |                                    |
|----------------------|---|--|------------------|---------------------|------------------------------------|
|                      |   | Strikes and Lockout                                    | Workers Involved | Duration in Man-Day | Per Cent of Estimated Working Time |
| 1967 .....           | 498   | 522  | 252,018          | 3,974,760           | 0.                                 |
| 1968 .....           | 559   | 582  | 223,562          | 5,032,730           | 0.                                 |
| 1969 .....           | 566   | 595  | 306,799          | 7,751,880           | 0.                                 |
| 1970 .....           | 503   | 542  | 261,706          | 6,539,560           | 0.                                 |
| †1971 .....          | 547   | 569  | 239,631          | 2,866,590           | 0.                                 |
| †1971—June .....     | 82  | 132  | 47,586           | 289,450             | 0.                                 |
| July .....           | 48  | 114  | 38,790           | 326,680             | 0.                                 |
| August .....         | 63  | 126  | 28,767           | 369,510             | 0.                                 |
| September .....      | 40  | 118  | 28,021           | 286,600             | 0.                                 |
| October .....        | 38  | 101  | 36,673           | 316,470             | 0.                                 |
| November .....       | 46  | 94   | 20,240           | 232,810             | 0.                                 |
| December .....       | 27  | 81   | 14,171           | 152,590             | 0.                                 |
| †1972 -January ..... | 39  | 80   | 16,967           | 133,640             | 0.                                 |
| February .....       | 35  | 78   | 28,153           | 239,330             | 0.                                 |
| March .....          | 40  | 89   | 231,680          | 370,120             | 0.                                 |
| *April .....         | 38  | 94   | 232,706          | 1,812,570           | 1.                                 |
| *May .....           | 50  | 107  | 62,198           | 1,026,810           | 0.                                 |
| *June .....          | 55  | 117  | 118,587          | 1,209,780           | 0.                                 |

\*Preliminary. †Revised.

## Strikes and Lockouts, June, 1972, by Industry. (Preliminary)

| Industry                           | Number Beginning During Month | In Effect During Month |                  |           |
|------------------------------------|-------------------------------|------------------------|------------------|-----------|
|                                    |                               | Strikes and Lockouts   | Workers Involved | Man-Days  |
| Forestry .....                     | 1                             | 2                      | 830              | 17,780    |
| Mines .....                        | 4                             | 8                      | 6,129            | 55,000    |
| Manufacturing .....                | 27                            | 62                     | 48,106           | 545,510   |
| Construction .....                 | 3                             | 8                      | 24,292           | 332,430   |
| Transportation and utilities ..... | 6                             | 11                     | 24,238           | 115,980   |
| Trade .....                        | 2                             | 9                      | 803              | 14,750    |
| Finance .....                      | 1                             | 1                      | 224              | 1,340     |
| Service .....                      | 6                             | 8                      | 1,146            | 6,320     |
| Public administration .....        | 5                             | 8                      | 12,819           | 120,670   |
| ALL INDUSTRIES .....               | 55                            | 117                    | 118,587          | 1,209,780 |

## Strikes and Lockouts, June, 1972, by Jurisdiction (Preliminary)

| Jurisdiction               | Number Beginning During Month | In Effect During Month |                  |           |
|----------------------------|-------------------------------|------------------------|------------------|-----------|
|                            |                               | Strikes and Lockouts   | Workers Involved | Man-Days  |
| Newfoundland .....         | 3                             | 4                      | 2,540            | 25,350    |
| Prince Edward Island ..... | —                             | —                      | —                | —         |
| Nova Scotia .....          | 6                             | 6                      | 3,157            | 11,000    |
| New Brunswick .....        | 1                             | 3                      | 2,020            | 10,080    |
| Québec .....               | 14                            | 33                     | 24,232           | 161,730   |
| Ontario .....              | 20                            | 39                     | 19,977           | 164,830   |
| Manitoba .....             | 2                             | 3                      | 592              | 8,220     |
| Saskatchewan .....         | 4                             | 7                      | 2,194            | 24,650    |
| Alberta .....              | 1                             | 1                      | 125              | 1,000     |
| British Columbia .....     | 1                             | 15                     | 56,117           | 724,740   |
| Federal .....              | 3                             | 6                      | 7,633            | 78,180    |
| ALL JURISDICTIONS .....    | 55                            | 117                    | 118,587          | 1,209,780 |

# **strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary)**

| Industry           | Employer  | Union   | Duration in<br>Man-Days Date |        | Starting<br>Accu-<br>mulated | Termination<br>Date | Result   |
|--------------------|---|---|------------------------------|--------|------------------------------|---------------------|--|
| Forestry           |   |   |                              |        |                              |                     |  |
|                    | Forest Industrial<br>Relations,<br>Coast-wide, B.C.                 | Woodworkers<br>(AFL-CIO/CLC)                                | 800                          | 17,600 | 40,400                       | Apr. 17<br>—        | Workers want to equalize earn-<br>ings in all camps—   |
| Mines              |   |   |                              |        |                              |                     |  |
| Metal              |   |   |                              |        |                              |                     |  |
|                    | Brunswick Mining<br>(Noranda Ltd.)<br>Bathurst, N.B.                | Steelworkers<br>Loc. 5385<br>(AFL-CIO/CLC)                  | 950                          | 950    | 3,800                        | May 27<br>June 2    | Protesting disciplinary mea-<br>sures meted to a worker—Return<br>of workers pending discussions<br>between Management and<br>Labour |
|                    | Québec Iron &<br>Titanium Corp.,<br>Favre St. Pierre, Qué.          | Steelworkers<br>Loc. 446<br>(AFL-CIO/CLC)                   | 250                          | 5,500  | 6,250                        | May 29<br>—         | Wages, working conditions—   |
|                    | Iron Ore Co. of<br>Canada,<br>Labrador City, Nfld.                  | Steelworkers<br>Locs. 5795 & 6731<br>(AFL-CIO/CLC)          | 2,085                        | 22,940 | 22,940                       | June 16<br>—        | Wages, other benefits—   |
|                    | Iron Ore Co. of<br>Canada,<br>Sept-Iles, Qué.                       | Steelworkers<br>(AFL-CIO/CLC)                               | 500                          | 500    | 500                          | June 16<br>June 19  | Wages—Not reported   |
|                    | Iron Ore Co. of<br>Canada,<br>Schefferville, Qué.                   | Steelworkers<br>Loc. 5567<br>(AFL-CIO/CLC)                  | 850                          | 8,500  | 8,500                        | June 17<br>—        | Wages, working conditions,<br>pension plan—  |
|                    | Québec Cartier Mining,<br>Gagnon and Port<br>Cartier, Qué.          | Steelworkers<br>Loc. 5778<br>(AFL-CIO/CLC)                  | 1,250                        | 11,250 | 11,250                       | June 20<br>—        | Wages, working conditions,<br>pension plan—  |
| NON-METAL          |   |   |                              |        |                              |                     |  |
|                    | Cominco Potash,<br>Vanscoy, Sask.                                   | Steelworkers<br>Loc. 7552<br>(AFL-CIO/CLC)                  | 202                          | 4,440  | 5,250                        | May 26<br>—         | Alleged breakdown in negotia-<br>tions—  |
| Manufacturing      |   |   |                              |        |                              |                     |  |
| FOOD AND BEVERAGES |   |   |                              |        |                              |                     |  |
|                    | Great A & P Tea<br>Co. Ltd.,<br>Montreal, Qué.                      | Bakery Workers<br>Loc. 55<br>(AFL-CIO/CLC)                  | 100                          | 1,100  | 2,900                        | May 8<br>June 14    | Not reported—Not reported  |
|                    | Dare Food<br>(Biscuit Division) Ltd.<br>Kitchener, Ont.             | Brewery workers<br>Loc. 173<br>(AFL-CIO/CLC)                | 380                          | 8,360  | 9,690                        | May 26<br>—         | Wages, hours—  |
|                    | Humpty Dumpty<br>(Potato Chips<br>Division),<br>Metro Toronto, Ont. | Retail, Wholesale<br>Employees<br>Loc. 461<br>(AFL-CIO/CLC) | 170                          | 1,360  | 1,360                        | June 6<br>June 16   | Not reported—Not reported  |
|                    | General Foods Ltd.,<br>Cobourg, Ont.                                | Food Workers<br>Loc. P1230<br>(AFL-CIO/CLC)                 | 800                          | 2,400  | 2,400                        | June 14<br>June 19  | Wages—Return of workers  |
|                    | General Foods Ltd.,<br>Cobourg, Ont.                                | Food Workers<br>Loc. P1230<br>(AFL-CIO/CLC)                 | 800                          | 6,400  | 6,400                        | June 21             | Wages—   |



# **Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary) (Cont.)**

| Industry                | Employer   | Location | Union  | Duration in Man-Days |         | Starting Date | Major Issues       | Termination Date | Result   |
|-------------------------|--|----------|--|----------------------|---------|---------------|--------------------|------------------|--|
|                         |  |          |  | Workers Involved     | June    |               | Accumulated        |                  |  |
|                         | Bonavista Cold Storage Ltd., Bonavista, Nfld.                    |          | Food Workers (AFL-CIO/CLC)                                   | 300                  | 600     | 600           | June 29            | --               | Wages, hours, overtime paid holidays--   |
| TEXTILES                |  |          |  |                      |         |               |                    |                  |  |
|                         | Celanese Canada, Drummondville, Qué.                             |          | Textile Workers' Union Loc. 1730 (AFL-CIO/CLC)               | 160                  | 480     | 1,600         | May 22<br>June 5   |                  | Wages, other matters--Wage increase in a 3-yr. contract  |
|                         | Canadian Celanese, Drummondville, Qué.                           |          | Textile Workers' Union Loc. 1435 (AFL-CIO/CLC)               | 1,650                | 4,950   | 4,950         | June 28            |                  | Not reported--   |
| WOOD                    |  |          |  |                      |         |               |                    |                  |  |
|                         | Canada Veneers, Pembroke, Ont.                                   |          | Carpenters Loc. 2754 (AFL-CIO/CLC)                           | 210                  | 1,890   | 2,310         | May 30<br>June 14  |                  | Wages, hours--20¢ an hr. increase eff. Mar. 1, 1972; 10¢ Jan. 1, 1973, 5¢ Apr. 1, 1973; 10¢ an hr. night shift premium, reduction in hours from 42½ to 40 eff. Feb. 1, 1974. |
|                         | Fourteen woodworkers firms, Québec, Qué.                         |          | Building and Woodworkers' Federation (CNTU)                  | 300                  | 6,000   | 6,000         | June 5             |                  | Wages, vacations, holidays--   |
|                         | Forest Industrial Relations, Various locations, British Columbia |          | Woodworkers various locals (AFL-CIO/CLC)                     | 28,000               | 336,000 | 336,000       | June 15            |                  | Wages, other benefits--  |
| FURNITURE AND FIXTURES  |  |          |  |                      |         |               |                    |                  |  |
|                         | Sunar Industries, Montreal, Qué.                                 |          | Building and Woodworkers' Federation (CNTU)                  | 150                  | 2,700   | 2,700         | June 7             |                  | Not reported--   |
| PRINTING AND PUBLISHING |  |          |  |                      |         |               |                    |                  |  |
|                         | The Regina Employing Printers Association, Regina, Sask.         |          | Various unions   | 130                  | 2,860   | 4,420         | May 15             |                  | Wages--  |
| PRIMARY METALS          |  |          |  |                      |         |               |                    |                  |  |
|                         | Sydney Steel Corporation, Sydney, N.S.                           |          | Steelworkers Loc. 1064 (AFL-CIO/CLC)                         | 2,700                | 8,100   | 8,100         | June 14<br>June 17 |                  | Protesting a company decision to close a bar mill--Return of workers   |
|                         | Interprovincial Steel & Pipe Corp. Ltd., Regina, Sask.           |          | Steelworkers Loc. 5606 (AFL-CIO/CLC)                         | 850                  | 3,830   | 3,830         | June 16<br>June 23 |                  | Wages, pension scheme--15¢ an hr. increase first year; 35¢ second year; improved pension scheme  |
|                         | Canadian Reynolds Metals Ltd., Baie Comeau, Qué.                 |          | Metallurgists' Miners and Chemical Workers Federation (CNTU) | 960                  | 4,800   | 4,800         | June 23            |                  | Wages, isolation pay--   |
| METAL FABRICATING       |  |          |  |                      |         |               |                    |                  |  |
|                         | Canadian Cannery Ltd., Burlington, Ont.                          |          | Machinists Loc. 863 (AFL-CIO/CLC)                            | 160                  | 1,120   | 6,480         | Apr. 13<br>June 12 |                  | Wages, hours, benefits--40¢ per hr. basic hourly wage increase   |

**Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary) (Cont.)**

| Industry                        | Employer   | Location | Union                                      | Duration in Man-Days |        | Starting Date | Major Issues       | Termination Date | Result  |
|---------------------------------|--|----------|--|----------------------|--------|---------------|--------------------|------------------|---|
|                                 |  |          |  | Workers Involved     | June   |               | Accumulated        |                  |   |
|                                 | McAvity-Crane Canada Ltd.,<br>Saint John, N.B.                                   |          | Molders - Loc. 57<br>(AFL-CIO/CLC)         | 270                  | 5,130  | 5,810         | May 29<br>June 28  |                  | 70¢ per hr. increase spread over 3 years  |
|                                 | Disston Canada Limited,<br>Acton, Ont.   |          | CLC - directly chartered                   | 104                  | 1,250  | 1,460         | May 29<br>June 19  |                  | Wages, fringe benefits—Starting labour rate raised to \$2.88 an hr.; 24% wage increase over 3-year contract; improved dental coverage   |
|                                 | Manitoba Bridge and Engineering Works,<br>Winnipeg, Man.                         |          | Steelworkers<br>Loc. 4087<br>(AFL-CIO/CLC) | 275                  | 6,050  | 6,050         | June 1<br>—        |                  | Wages, hours, fringe benefits—  |
|                                 | Industrial Fasteners Ltd.,<br>Rolling Mill Div.,<br>(IVACO)<br>L'Orignal, Ont.   |          | Steelworkers<br>(AFL-CIO/CLC)              | 115                  | 690    | 690           | June 13<br>June 21 |                  | Wages, fringe benefits—Starting rate raised to \$2.71; time and one half after 40 hours; improved fringe benefits   |
|                                 | Dominion Bridge Co. Ltd.,<br>Winnipeg, Man.                                      |          | Steelworkers<br>Loc. 4095<br>(AFL-CIO/CLC) | 283                  | 1,420  | 1,420         | June 26<br>—       |                  | Wages, fringe benefits—   |
| <b>MACHINERY</b>                |  |          |  |                      |        |               |                    |                  |   |
|                                 | C-E NATCO Limited,<br>Calgary, Alta.   |          | Boilermakers<br>Loc. 392<br>(AFL-CIO/CLC)  | 125                  | 1,000  | 1,000         | June 21<br>—       |                  | Wages, length of contract—  |
| <b>TRANSPORTATION EQUIPMENT</b> |  |          |  |                      |        |               |                    |                  |   |
|                                 | De Havilland Aircraft of Canada Ltd.,<br>Downsview, Ont.                         |          | Auto Workers<br>Loc. 112 (CLC)             | 911                  | 20,040 | 104,760       | Jan. 20<br>—       |                  | Wages, other matters—   |
|                                 | Gidon Industries Ltd.,<br>Rexdale, Ont.  |          | Steelworkers<br>Loc. 5482<br>(AFL-CIO/CLC) | 232                  | 5,100  | 15,770        | Mar. 27<br>—       |                  | Not reported—   |
|                                 | Truck Engineering Ltd.,<br>Woodstock, Ont.                                       |          | Auto Workers<br>Loc. 636<br>(CLC)          | 110                  | 220    | 2,200         | May 8<br>June 5    |                  | Wages, holidays, pension plan, vacations—25¢ an hr. increase retroactive to Mar. 1, 1972, 5¢ June 5, 1972, 15¢ in each of 2nd and 3rd years of agreement; improved pension plan and vacations |
|                                 | Lanark Manufacturing Company,<br>Dunnville, Ont.                                 |          | Auto Workers<br>Loc. 1383<br>(CLC)         | 710                  | 14,910 | 14,910        | June 2<br>—        |                  | Breakdown in negotiations—  |
|                                 | Aimco Industries Ltd.<br>(Aimco Automotive Industries Div.)<br>Missaussaga, Ont. |          | Steelworkers<br>(AFL-CIO/CLC)              | 260                  | 2,600  | 2,600         | June 12<br>June 26 |                  | Not reported—Not reported   |
|                                 | Saint John Shipbuilding & Dry Dock Co. Ltd.,<br>Saint John, N.B.                 |          | Marine Workers<br>Loc. 3 (CLC)             | 800                  | 4,000  | 4,000         | June 19<br>June 25 |                  | Protesting lack of safety precautions—Return of workers when court injunction issued  |
|                                 | Ford Motor Co. of Canada Ltd.,<br>Talbotville, Ont.                              |          | Steelworkers<br>(AFL-CIO/CLC)              | 400                  | 400    | 400           | June 26<br>June 27 |                  | Protesting against the company's policy regarding July 1 holiday—Return of workers  |



# **Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary) (Cont.)**

| Industry                      | Employer   | Union  | Duration in<br>Man-Days Date |         | Starting         | Major Issues       | Termination | Result  |
|-------------------------------|--|--|------------------------------|---------|------------------|--------------------|-------------|---|
|                               | Location   |  | Workers<br>Involved          | June    | Accu-<br>mulated |                    | Date        |   |
| ELECTRICAL PRODUCTS           |  |  |                              |         |                  |                    |             |   |
|                               | Westinghouse Canada Ltd.,<br>Delson, Qué.  | U.E. Loc. 504<br>(IND.)                                      | 3,004                        | 48,060  | 85,610           | May 12<br>June 23  |             | Wages—Wage increase, other improved benefits  |
| NON-METALLIC MINERAL PRODUCTS |  |  |                              |         |                  |                    |             |   |
|                               | Domtar Construction Materials Ltd.,<br>Delson, Qué.  | Chemical Workers Loc. 602 (CLC)                              | 100                          | 2,200   | 4,400            | Apr. 29<br>—       |             | Wages, management rights, other matters—  |
|                               | CEGELEC Industries Inc.<br>La Prairie, Qué.  | Metallurgists' Miners and Chemical Workers Federation (CNTU) | 170                          | 3,740   | 6,290            | May 10<br>—        |             | Delayed negotiations in a new contract—   |
|                               | Canadian Pittsburg Industries Limited<br>Owen Sound, Ont.  | Glass and Ceramic Workers Loc. 248<br>(AFL-CIO/CLC)          | 325                          | 490     | 490              | June 12<br>June 14 |             | Alleged unsafe working conditions, transfer of a worker to another job—Return of worker when both issues resolved |
|                               | Pilkington Brothers Canada Ltd.,<br>Scarborough, Ont.  | Glass and Ceramic Workers Loc. 295<br>(AFL-CIO/CLC)          | 685                          | 10,280  | 10,280           | June 12<br>—       |             | Seniority, sick pay—  |
| CHEMICAL PRODUCTS             |  |  |                              |         |                  |                    |             |   |
|                               | Dupont of Canada Ltd.,<br>Maitland, Ont.   | Chemical Workers Loc. 536 (CLC)                              | 535                          | 11,770  | 23,540           | May 1<br>—         |             | Wages—  |
| Construction                  |  |  |                              |         |                  |                    |             |   |
|                               | Construction Labour Relations Assoc.,<br>Province-Wide, B.C.   | Various Building Trade Unions                                | 23,000                       | 317,500 | 823,500          | Apr. 28<br>—       |             | Wages—  |
|                               | The Saskatchewan Construction Association Labour Relations Council,<br>Various locations, Saskatchewan | Bricklayers Loc. 1<br>(AFL-CIO/CLC)                          | 450                          | 9,900   | 11,030           | May 29             |             | Wages—  |
|                               | Glace Bay Heavy Water Plant,<br>Glace Bay, N.S.  | Structural Iron Workers Loc. 752<br>(AFL-CIO/CLC)            | 151                          | 450     | 450              | June 15<br>June 19 |             | Sympathy with deceased workers—<br>Not reported   |
|                               | Saskatchewan Construction Association,<br>Saskatoon, Sask.   | Labourers Loc. 890<br>(AFL-CIO/CLC)                          | 500                          | 3,000   | 3,000            | June 23<br>—       |             | Wages—  |
| Transportation and Utilities  |  |  |                              |         |                  |                    |             |   |
| TRANSPORTATION                |  |  |                              |         |                  |                    |             |   |
|                               | *Maritime Employers Assoc.,<br>Montreal, Trois Rivières & Québec City, Qué.                            | I.L.A. Locs. 375, 1846 & 1739<br>(AFL-CIO/CLC)               | 3,275                        | 70,960  | 111,470          | May 12<br>—        |             | Interpretation of new contract regarding size of gangs—   |

# Strikes and Lockouts Involving 100 or More Workers, June 1972 (Preliminary) (Cont.)

| Industry  | Employer  | Location | Union | Duration in Man-Days Date |        | Starting           | Termination Date  | Major Issues |
|---|---|----------|-------|---------------------------|--------|--------------------|---|--------------|
|   |   |          |       | Workers Involved          | March  | Accu-<br>mulated   |   | Result       |
| <b>TRANSPORTATION</b>   |   |          |       |                           |        |                    |   |              |
| *Canadian National Nfld. Steamships Service, North Sydney, N.S. & Port aux Basques, Nfld. | Railway Transport and General Workers (CLC)             |          | 200   | 200                       | 200    | June 16<br>June 17 | Protesting delays in contract negotiations—Return of workers  |              |
| *Air Canada, CP Air & others, Canada-wide   | Air Line Pilots (Ind.)                                  |          | 2,000 | 2,000                     | 2,000  | June 19<br>June 20 | As part of a 24-hr. worldwide pilots' protest against hijackings and in demand for tougher international laws—Return of pilots at termination of the 24-hr. period. |              |
| <b>COMMUNICATION</b>  |   |          |       |                           |        |                    |   |              |
| *Canadian Broadcasting Corporation (Rotating) Various locations, Canada-wide              | Broadcast Employees (NABET) various locs. (AFL-CIO/CLC) |          | 2,110 | 4,500                     | 43,990 | Jan. 21<br>June 23 | Wages, fringe benefits, job security, other improvements—Wage increases, other improvements   |              |
| <b>POWER, GAS AND WATER</b>   |   |          |       |                           |        |                    |   |              |
| Hydro-Québec, Province-wide, Qué.   | Public Employees Loc. 1500 (CLC)                        |          | 8,500 | 17,000                    | 17,000 | June 21<br>June 23 | Breakdown of contract negotiations—Return of workers  |              |
| Ontario Hydro, (Rotating) Province-wide, Ont.   | Public Employees Loc. 1000 (CLC)                        |          | 8,000 | 19,000                    | 19,000 | June 25<br>—       | Wages, job security, working conditions—  |              |
| <b>Trade</b>  |   |          |       |                           |        |                    |   |              |
| Four propane companies, Various locations, British Columbia                               | Teamsters Loc. 351 (Ind.)                               |          | 159   | 2,230                     | 2,920  | May 24<br>June 21  | Wages, fringe benefits—Wage increases in a 3-yr. contract   |              |
| Auger & Auger & All., Québec, Qué.  | Building and Woodworkers' Federation (CNTU)             |          | 375   | 7,500                     | 7,500  | June 6<br>—        | Not reported—   |              |
| <b>Finance</b>  |   |          |       |                           |        |                    |   |              |
| <b>INSURANCE AND REAL ESTATE</b>  |   |          |       |                           |        |                    |   |              |
| Les Prevoyants du Canada Montreal, Qué.   | Commerce Employees (CNTU)                               |          | 224   | 1,340                     | 1,340  | June 5<br>June 12  | Wages—Not reported  |              |
| <b>Service</b>  |   |          |       |                           |        |                    |   |              |
| <b>HEALTH AND WELFARE</b>   |   |          |       |                           |        |                    |   |              |
| St. Elizabeth Hospital, North Sydney, N.S.  | Registered Nurses Staff Association                     |          | 105   | 210                       | 210    | June 15<br>June 19 | Changes in wage classification schedule—Return of nurses when agreement reached   |              |



# **Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary) (Concluded)**

| Industry              | Employer   | Union   | Duration in<br>Man-Days Date |        | Starting<br>Major Issues<br>Accu-<br>mulated | Termination<br>Date | Result  |
|-----------------------|--|---|------------------------------|--------|--|---------------------|---|
|                       |  |   | Workers<br>Involved          | June   |  |                     |   |
|                       | St. Rita Hospital,<br>Sydney, N.S.   | Registered Nurses<br>Staff Association  | 183                          | 2,200  | 2,200  | June 15<br>—        | Changes in wage classification<br>schedule—   |
|                       | St. Joseph's<br>Hospital,<br>Toronto, Ont.   | Public Employees<br>Loc. 1144 (CLC)   | 646                          | 650    | 650  | June 29<br>June 29  | Wages—Return of workers   |
| SERVICES TO BUSINESS  |  |   |                              |        |  |                     |   |
|                       | Brink's Canada,<br>Toronto, Ont.   | Teamsters<br>Loc. 419 (Ind.)  | 120                          | 1,920  | 1,920  | June 9<br>—         | Not reported—   |
| Public Administration |  |   |                              |        |  |                     |   |
| LOCAL ADMINISTRATION  |  |   |                              |        |  |                     |   |
|                       | Five Greater,<br>Vancouver Municipal-<br>ities,<br>Vancouver, Burnaby,<br>New Westminster,<br>Delta, and Richmond,<br>B.C. | Public Employees,<br>various locals<br>(CLC) Municipal<br>& Regional<br>Employees Union | 3,980                        | 47,760 | 131,190                                      | Apr. 27<br>June 19  | Wages, fringe benefits—17¢<br>wage increase over a 2-y-<br>period; improved work ho-<br>per wk. |
|                       | Ville de Montreal-<br>City of Montreal,<br>Montreal, Qué.  | Public Employees<br>Loc. 301 (CLC)  | 8,000                        | 72,000 | 176,000                                      | May 12<br>June 13   | Job security—25¢ per hr. in-<br>crease first year, 24¢ second<br>year; other improvements       |
|                       | Metro Toronto,<br>Metro Toronto, Ont.  | Public Employees<br>Loc. 43 (CLC)   | 750                          | 750    | 750  | June 5<br>June 6    | Dispute over suspension of or-<br>worker—Return of workers, who<br>managements terms accepted   |

\*Federal jurisdiction.

November 1972

# The Labour Gazette





Between 1962 and 1970, the corporate share of all federal and provincial income tax revenue fell by roughly 38 per cent, whereas the individual share of federal income tax revenue increased by more than 23 per cent. Between 1962 and 1970, the corporate share of provincial income tax fell by more than 60 per cent, whereas the individual share increased by roughly 83 per cent . . . Corporations have not only shifted the burden of taxation to wage earners; the taxation system for individuals is inherently regressive. See: *The Fiscal Crisis and the Public Employee*, by Richard Deaton, p. 566.





# The Labour Gazette

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**Labour  
Canada**

**Travail  
Canada**



## News briefs

■ **Company-sponsored dental care may become a bargaining point in upcoming collective agreements.** Already the United Steelworkers of America and the United Auto Workers have secured dental benefits for Canadian workers wherein the employers pay 100 per cent of the premiums. In most previous plans, there has been a \$25 deductible clause for the employee, plus another \$25 deductible clause for his wife and children combined.

International Nickel Company of Canada recently reached an agreement with the Steelworkers that will see Inco pay \$2 million a year in premiums for 25,000 employees. The Steelworkers concluded a similar agreement with the Steel Company of Canada and Algoma Steel Corporation.

Benefits generally include fillings, cleaning and scaling, X-rays, extractions, emergency treatment, and consultations. Denture plates, crowns, bridges, and orthodontic treatment are not provided for under most present agreements.

■ **An amendment to make strikers' families ineligible to receive food stamps was defeated** 199 to 180 by the U.S. House of Representatives. Although it was argued by some representatives that granting food stamps to strikers prolonged strikes and is an "unfair" use of taxpayers' money, the amendment was defeated on the basis that it was discriminatory and changed eligibility standards only for those who are on strike. A similar amendment was defeated by Congress last year.

■ **W. Donald Wood, Professor of Economics and Director of the Industrial Relations Centre at Queen's University, Kingston, has been appointed acting chairman of the Ontario Economic Council.** A member of the council since 1965, Dr. Wood will serve as acting chairman until the end of the year. Dr. Wood has degrees from McMaster, Queen's, and Princeton universities and has wide experience in government, academic and private industry. He has also served on a number of Royal Commissions and public advisory bodies.

■ **Technology and its social effects** was one of the subjects dealt with in resolutions passed at the 57th International Labour Conference. Speakers from 119 member countries took part in a general debate on Director General Wilfred Jenk's report **Technology for Freedom in his Environment**, dealing with the effects of technological progress and calling for a world policy on technology. Policy guidelines to temper the adverse social effects of technology were adopted by delegates.

Resolutions were passed in four major problem areas. Welcoming the recent UN Conference on the Environment, the ILO pledged support "to any concerted world campaign for the protection and enhancement of the human environment." Support was also expressed for the ILO Program for Industrial Activities. All governments, as well as employers' and workers' organizations, were urged to ensure equal treatment and rights for migrant workers; equality of treatment and opportunities for women was also endorsed. Finally, the right to self-determination and civil and trade union liberties for people in the Portuguese colonies of Angola, Mozambique and Guinea was advocated.

Bangladesh was admitted as the 123rd ILO member and a draft amendment to increase the size of the ILO Governing Body from 48 to 56 was approved. Further draft conventions and recommendations to guide labour policy in the docks and abolish child labour were passed. These will be presented at next year's conference for final decision. Labour Minister Martin O'Connell and Saskatchewan Labour Minister Gordon Snyder were among the Canadian delegates to the conference.

■ **The Manitoba Department of Labour now has a Women's Bureau and a Director.** She is Mary Eady Winnipeg, a former union magazine editor with a long history of union activity. The programs that Mrs. Eady is now in the process of developing use as guidelines provincial legislation on employment standards and employees' rights. Although she does not see the Bureau's job as organizing women, she hopes, through a variety of programs, to make women in the province aware of the possibilities to choose and initiate organization. High on her list of priorities is the establishment of education programs for women, for employers and for union groups—programs she would like to see eventually redesigned to be used in classrooms to counter some of the unconscious stereotyping in schools. The Bureau deals primarily with women's employment problems and the integration of women into the workforce.



Nowak

DeWitt

Boyer

Brunelle

The Labour College of Canada has received a grant of \$20,000 for the 1972-73 season from the Canada Department of Labour, an increase of \$5,000 over the amount received last year. The gift covers the amount of \$4,500 needed for three scholarships and the remainder will be used at the discretion of the college.

This year's winners are Josette Boyer, Office and Professional Employees' International Union, Local 57, Québec; François Brunelle, United Transportation Union, Local 1456, Québec; and Manfred Nowak, Canadian Food and Allied Workers, Local 740, Alberta. Each winner had to go through a special selection process that included an interview by a university professor.

Ken DeWitt, Director of the Labour-Management Consultation Branch of the Canada Department of Labour, represented labour minister Martin O'Connell at the presentation ceremonies in Montreal.

Money from the scholarships goes to defray expenses incurred by students during the 8-week course in Montreal. Student expenses amount to \$772 for books, tuition, residence fees and meals. The remainder of the \$1,500 scholarship helps replace income lost while attending the college, though additional financial aid often comes from the students' local.

■ An American Management Association survey has found that **most companies that have experimented with the compressed workweek are continuing it.** Only 8 per cent of the companies that have tried the shortened workweek report the trial as a failure, and poor planning and poor management are blamed for most of these failures, rather than the concept of the shorter workweek itself.

Of the 143 four-day companies polled, 38 per cent noted decreased costs, while 11 per cent had higher costs. Production increased for 62 per cent of the companies and declined for only 3 per cent. One quarter of the companies still have problems scheduling worktime, but two thirds of the firms increased their efficiency and only 3 per cent noted a decline.

Service and retail employers, notably hospitals, insurance companies and municipalities, are moving most quickly towards a shortened workweek. There has also been more freedom in non-union sectors to experiment with the shortened workweek because organized labour has advocated the shorter week with retention of the 8-hour day.



■ **Service costs will continue to rise faster than the Canadian consumer price index**, according to interviews conducted by **The Financial Post**. Since 1961 the price of services, except for shelter, has gone up 62 per cent as compared with a 38 per cent rise in overall consumer prices, and the trend is expected to continue.

First, increasing burglaries and thefts combined with higher building repair costs are expected to keep householders' insurance policy premiums rising. The present rates are up by an average of 15 per cent across Canada. Second, electricity prices have begun a sharp increase that is likely to continue, according to knowledgeable

sources in the industry. Ontario Hydro has raised its rates by 8 per cent and Hydro Quebec is expected to apply soon for a consumer rate raise of at least 6 per cent. Third, costs of medical and health services will likely increase in the future due to demands for higher wages by paramedical workers and non-medical workers in hospitals.

In addition to these three main areas, costs for laundering, hotel rooms, hairdressing, bank loans, taxi fares and even alcoholic beverages are expected to continue rising faster than the consumer price index.

## 50 years ago

■ The Government of Switzerland presented a site on the lakefront in the heart of Geneva, and **the Assembly of the League of Nations voted the necessary credit for the cost of erecting a building to house the International Labour Office**. At the fourteenth session of the Governing Body, a vote of thanks was passed to the Swiss Government for the offer of the site, and it was decided that a subcommittee of the Budget Committee should deal with all building questions. The Committee of the Assembly of the League of Nations, which had this matter in hand, proposed that each member of the League of Nations should contribute to the construction of the building by sending—in agreement with the architect—building material, ornaments and works of art representing the purest specimens of its national products. The representative of the Japanese Government stated that his Government would no doubt contribute toward the decoration of the new office in a manner worthy both of Japan and of the International Labour Office. It was suggested that this might become the first of a series of similar offers on the parts of the various government members of the ILO (Canada presented a set of doors valued at \$4,000.)

**The question of slavery was raised** by Sir Arthur Steel-Maitland, member of the New Zealand delegation to the League, who said there was reason to believe there had been a recent revival. The Assembly decided that the question of slavery should be included in the agenda of the Fourth Assembly and requested the Council to obtain all practical information and present a report on the subject.

The Advisory Committee on the Traffic in Opium submitted a detailed report and the Assembly decided to urge all governments to adopt the import and export certificate system without delay; it proposed that the Advisory Committee should examine whether it would be advisable to ask governments to issue licences for the import of opium and other dangerous drugs only from countries which had ratified the Opium Convention and adopted import and export certification. **The Assembly made a further appeal to national governments for information on the quantity of opium and other drugs required by each country** for internal consumption, and recommended that the enquiry into legitimate needs of the whole world should be pressed forward as much as possible.

In a review of industrial disputes, brief references were made to the more important strikes. One industrial case that was considered worthy of mention was a strike of 25 feather pluckers in poultry houses in Toronto. The strike revolved around a reduction in pay of 1 cent per bird; the prevailing rate had been 5½ cents per bird. After a three-day strike, work was resumed at the reduced rate. In the street and electric railways transportation sector, a strike of 21 motormen and conductors at Niagara Falls over union recognition was still unresolved after four months.

The Vancouver Laundrymen's Association made a complaint before the City Police Commission regarding the unfair competition to which their industry was subjected through the non-observance by Chinese laundrymen of the requirements of the Provincial Factory Act. It was alleged that, although the Act prohibited night work and limited the working week to 48 hours, Chinese laundrymen worked, in some cases, up to 100 hours a week, and did not observe Sundays and holidays.

Labour problems were a particularly common source of trouble in Australia, where there had been dissatisfaction for some time with prevention methods. The Premier of South Australia, who had roused the hostility of labour, stated that Australia was "the home of strikes." The system of compulsory industrial arbitration he denounced as "the chief cause of the industrial chaos into which Australia was drifting" and condemned it as "cumbersome, uneconomic, slow, and costly," breeding strikes and the bitterest class hatred. It was proposed that the compulsory Arbitration Committee be abolished and a system of voluntary concilia-

tion be introduced. With this object in view, a leaf was borrowed from Canada's book and legislation along the lines of what is known in Canada as the Lemieux Act was brought forward. There can be no question of the success of the Canadian measure. Out of a total of 558 applications made for Boards of Conciliation during the 15 years the Act had been in force, there were only 34 cases in which strikes were not averted. Whether this machinery was to be equally successful under Australian labour conditions remained to be seen. There seemed to be a good deal of doubt about it in South Australia, and the fate of the government measure was now to be watched with some anxiety.

■ At the British Trades Union Congress held at Portsmouth in September 1920, a resolution was passed demanding that each industry should be made responsible for its unemployed workers, assuring them an income while out of work of 85 per cent of their regular wages.

An inquiry among the trade unions as to whether they were in favour of unemployment insurance by industries was conducted by the National Joint Council—representing the General Council of the Trades Union Congress, the executive committee of the Labour Party, and the Parliamentary Labour Party. The results of the enquiry, published in a pamphlet titled "Unemployment Insurance by Industry," showed that opinions were divided on this question; 43 unions with a membership of 1,252,000 declared themselves in favour of unemployment insurance by industry, 21 unions with 2,670,000 members were opposed to it, and 17 unions with 978,900 members were non-committal.





# The fiscal crisis and the public employee

## Part 2

by Richard Deaton

What is the “fiscal crisis”? What are its origins? How is it related to the development of the public sector? How does it affect the public employee?

**The fiscal crisis is the outcome of the dichotomy in government expenditures and revenues**—one form of the general conflict between public costs and expenditures, and private benefits, such as profit. In the last two decades, the conflict between all levels of government expenditure and income has intensified as a result of increasing social overhead and complementary investment expenditures, socializing (making public) the private costs of production and increasing public investment. As the state budget expands because of increasing economic integration and interdependence, there is a greater demand made upon the budget for revenues to meet corporate demands, with the result that government expenditures outstrip revenues. In the long run, this will have profound social importance for all workers, and will influence wages and wage determination processes for public employees in particular.



s the adjacent data suggest, on the provincial and municipal levels of government, and on a consolidated basis, total accumulative expenditures between 1950 and 1970 have exceeded total accumulative revenues. Only on the federal level do revenues exceed expenditures, resulting in all levels of government running a series of deficits, then going further in debt or raising the tax rate.

The fiscal crisis has become localized on the provincial and municipal levels; it is at the federal level that the greatest pressure is brought to bear, for it is the federal government that, in part, bails out the provincial and municipal governments through its backing of debt creation and intergovernment transfer payments.

The Department of Urban Affairs, in a position paper, has stated: "... cities are facing more and more difficulties in financing their growing expenditures ... most urban areas faced with expenditures greater than revenues respond by borrowing or cutting back on public services "

The cities have found themselves in a vicious cycle. Each new hike in the property tax drives businessmen and middle-class home-owners into the suburbs. To continue providing municipal services in the face of a sluggish tax base, cities must keep pushing the tax rate even higher. In the words of Kenneth Fogarty, ex-Mayor of Ottawa, "... the tax dollar on real estate can provide only so much revenue, and we are coming dangerously close to the maximum."

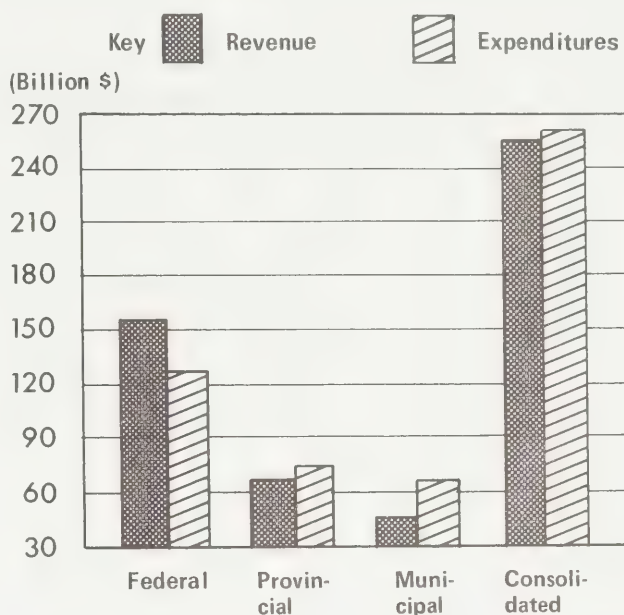
Governments, especially provincial and municipal, have tried to cover their revenue needs through deficit spending and debt creation. Between 1950 and 1970 this led to a deteriorating budgetary situation.

#### Fiscal Deficit or Surplus, by Level of Government, 1950—1970

| Level of Government | Number of Surpluses | Number of Deficits |
|---------------------|---------------------|--------------------|
| Federal...          | 11                  | 10                 |
| Provincial...       | 8                   | 13                 |
| Municipal...        | 1                   | 20                 |
| Consolidated...     | 8                   | 13                 |

Total accumulative surpluses were \$3.3 billion, total accumulative deficits were \$5.6 billion, and the net total accumulative deficit was \$2.3 billion.

#### Total Accumulative Government Revenues and Expenditures, by Level of Government, Excluding Intergovernment Transfer Payments, 1950—1970



Source: Taxation Statistics, 1970, Statistics Canada, and National Income and Expenditure Accounts and Bank of Canada CAN-SIM series.

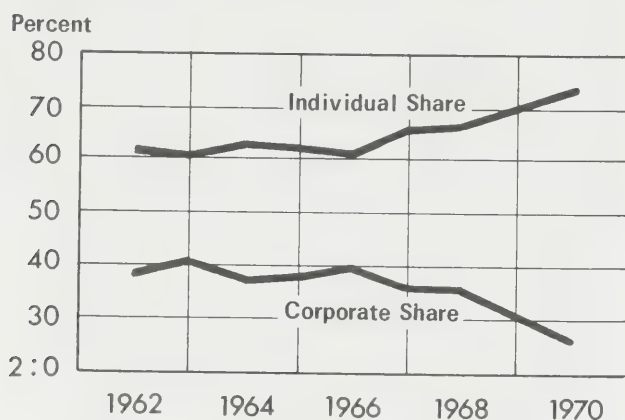
Through deficit financing, the various levels of government have had to go to the money market and have incurred a heavy increase in their debt structure. Between 1950 and 1968 the federal Government increased its debt, direct and indirect, by 136 per cent—provincial by 505 per cent and municipal by 511 per cent. The Keynesian economists' cliché that the public debt does not hurt because "we owe it to ourselves" misses the point: interest on debt devours tax dollars badly needed for other purposes. Debt service is now the third highest public expense; most of the money goes to the banks that are the major buyers of the bonds that governments, at all levels, sell to cover their deficits.

The origins of the fiscal crisis and the conflict between revenues and expenditures are rooted in the tax structures and revenue; taxes are revenue, for in the field of public finance and fiscal policy, revenues determine expenditures. Thus, government revenue is dependent on the tax rate and tax base.

The level of government expenditures is limited by the level of incoming revenues, based on the existent tax rates and share of income tax revenue paid by corporations and individuals.



### Corporate and Individual Shares of Federal Income Tax Revenue, 1962-1970



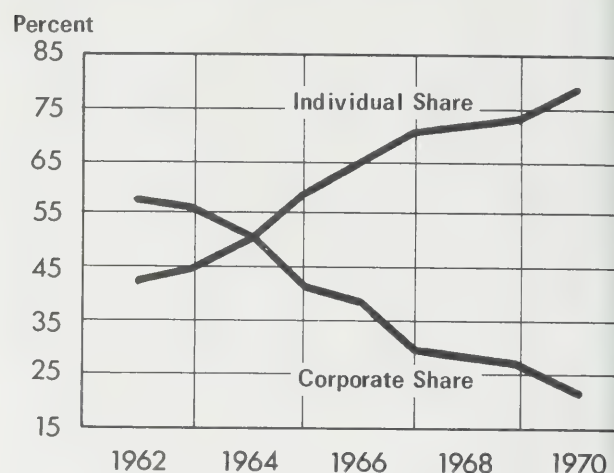
Source: Taxation Statistics, 1970, Statistics Canada, 1971, pp. 164-165. Calculated on a National Accounts accrual basis. Includes Ontario and Quebec.

The accompanying graphs describe the corporate and individual share of federal and provincial income tax revenue. Between 1962 and 1970, the corporate share of all federal income tax revenue fell by roughly 38 per cent, whereas the individual share of federal income tax revenue increased by more than 23 per cent. Between 1962 and 1970, the corporate share of provincial income tax fell by more than 60 per cent, whereas the individual share increased by roughly 83 per cent.

Thus, it can be seen that corporations have been more than successful in shifting the burden of increased taxation and revenue generation to wage earners. It should be noted that, on the federal level, the sharp decline in corporations' revenues, two years before profit levels peaked in 1968, is not merely a result of economic slowdown, inflation or demographic shifts. The optimistic predictions by economists that the new capital gains tax will generate about 10 times as much revenue in 1985 as it does now is dependent on the state of the economy. When profits are high, so are corporate tax revenues. With the economy beset by "stagflation," the situation is by no means clear or optimistic.

Corporations have not only shifted the burden of taxation to wage earners; the taxation system for individuals is inherently regressive. That is, people in the lower income brackets pay proportionately more of their income in taxes than do people in the higher income brackets.

### Corporate and Individual Share of all Provincial Income Tax Revenue, 1962-1970



Source: Taxation Statistics, 1970, Statistics Canada, 1971, pp. 164-165. Calculated on a National Accounts accrual basis. Includes Ontario and Quebec.

### Total Tax Incidence for the Tax Structure, 1961

| Income                  | Total Taxes as a Percentage of Income | Percentage of Population |
|-------------------------|---------------------------------------|--------------------------|
| Less than \$2,000 ..... | 60.0                                  | 20.6                     |
| \$2,000-2,999 .....     | 32.9                                  | 11.7                     |
| \$3,000-3,999 .....     | 32.2                                  | 13.5                     |
| \$4,000-4,999 .....     | 30.5                                  | 14.9                     |
| \$5,000-6,999 .....     | 32.8                                  | 22.0                     |
| \$7,000-9,999 .....     | 34.2                                  | 12.1                     |
| \$10,000 and up .....   | 38.4                                  | 5.3                      |

Source: Poverty in Canada. A Report of the Special Senate Committee. Ottawa, 1971, p. 15. J. R. Podoluk, *Incomes of Canadians*, Statistics Canada, Ottawa, 1968, p. 247.

As is readily seen, the burden, or incidence, of taxation is unfairly distributed. Total taxes as a percentage of income for people falling in the \$2,000 to \$7,000 income range are virtually equal—that is, the tax structure is neutral. The incidence of taxation in the higher income brackets is only slightly progressive, despite the upper income group's having a greater ability to pay and receiving a disproportionate share of income.

The capacity of corporations to shift the burden of taxation to the public has been made possible not only by the income tax system but through hidden and indirect taxation at the provincial and municipal levels. Nearly 50 to 60 per cent of a worker's total tax bill is a result of hidden taxes. According to the Economic Council of Canada, indirect taxes now account for about 15 per

cent of the GNP. There are, for example, more than 150 hidden taxes in the price of a loaf of bread. Most of the revenue generated by provinces and municipalities is through a regressive personal income or property tax structure, or through the use of regressive hidden or indirect taxes. By using hidden and indirect taxation, which is inherently regressive in nature, the burden of taxation falls most heavily on those who can least afford it or escape it—workers. That this situation has not changed over the past decade, and is perhaps worse, is indicated in the table below. The percentage of income paid in taxes by a worker is the same as that paid by someone in the \$10,000 bracket, indicating a high degree of regressivity in the tax structure.

#### Estimate of Taxes (Income Taxes and Hidden Taxes) Paid by a Family of Four in Toronto, 1970

|                           | \$5,200 | \$10,400 | \$52,000 |
|---------------------------|---------|----------|----------|
| Annual income.....        | 100     | 200      | 1,000    |
| Weekly income.....        | 1,965   | 3,913    | 25,023   |
| Total taxes.....          | 37.8    | 37.6     | 48.1     |
| Per cent of annual income | 3,235   | 6,487    | 26,977   |
| After income tax.....     |         |          |          |

Source: Ontario Federation of Labour, **Facts and Figures**, February, 1971, p. 6.

Superficially, it would appear that the upper income group and corporations are taxed in a number of ways—by corporation income taxes, property taxes, personal income taxes and now a capital gains tax. In fact, corporate interests, for the most part, escape taxation.

Corporate managers completely shift the corporate income tax to consumers—workers—in the form of higher prices. Corporate taxes in the postwar years have tended to induce corporations to hide their real profit earnings by inflating depreciation allowances and other cost items.

When these factors are taken into consideration, we see that corporate savings (retained earnings plus depreciation) as a percentage of total value added by corporations in the post-World War II period is consistently higher than in the most prosperous prewar year of 1929. Corporate depreciation as a percentage of gross corporate profits has increased tremendously in the past 40 years. Since depreciation charges have increased markedly, even when taking into account expansion and justified replacement costs, net profits have been kept low, resulting in lower corporate tax rates. It

#### Corporate Profits in Relation to Other Magnitudes

| Year | Corporate Savings (a) as a Percentage of Total Value Added by Corporations | Corporate Depreciation as a Percentage of Gross Corporate Profits (b) | Corporate Depreciation as a Percentage of Total Domestic Investments (b) |
|------|--|---|--|
| 1929 | 14.6   | 36  | 15   |
| 1950 | 14.8   | 28  | 16   |
| 1955 | 17.6   | 45  | 22   |
| 1960 | 16.8   | 56  | 25   |
| 1968 | 16.3   | 51  | 22   |

(a) Corporate savings is equal to the sum of "retained earnings" plus "corporate depreciation." Department of National Revenue.

(b) National Income and Expenditure Accounts, 1926-1968, Statistics Canada, 1970, Table 8, p. 22 and Table A.

should be noted also that, in the postwar period, a higher proportion of total investment in the economy has been funded through depreciation as a result of fast write-offs.

These statistical indications support the contention that corporations today have as much profit under their control as they did in 1929, despite the fairly high rates of corporate income tax. Another tax concession for corporations is unpaid corporate income taxes.

#### Liability for Future Income Taxes, All Corporations

|                                   | 1965  | 1966  | 1967  | 1968  |
|-----------------------------------|-------|-------|-------|-------|
| (millions of dollars)             |       |       |       |       |
| Reserve for future income taxes.. | 1,472 | 1,864 | 2,301 | 2,778 |

Source: Statistics Canada, Corporation Financial Statistics.

In effect, taxes on corporation profits of approximately \$5.5 billion remained unpaid as at December 31, 1968. The amount of \$2,778 million represents government loans to business for one specific purpose, to invest in plant and equipment. The loans carry no interest charge



whatever. It is tax relief extended principally to foreign-owned, capital-intensive industries such as mining, oil, and gas, and in manufacturing to the larger, capital-intensive firms.

#### Relationship Between Taxable Income as a Percentage of Profit and Foreign Ownership, 1968

| Industry                  | Percentage Tax to Profit | Percentage of Non-resident Control |
|---------------------------|--------------------------|------------------------------------|
| Metal mining .....        | 9                        | 55                                 |
| Oil and gas .....         | 12                       | 69                                 |
| Refineries .....          | 19                       | 99                                 |
| Other mining .....        | 32                       | 51                                 |
| Manufacturing .....       | 63                       | 59                                 |
| Electrical products ..... | 37                       | 66                                 |
| Transportation .....      | 33                       | 27                                 |
| Textile .....             | 47                       | 25                                 |
| Construction .....        | 65                       | 15                                 |
| Wholesale trade .....     | 87                       | 28                                 |
| Retail trade .....        | 90                       | 21                                 |

Source: Calura, Report for 1968.

The adjacent table suggests that there is a close relationship between the high degree of foreign ownership and low percentage of tax. This is especially true in the extractive resource sector of the economy. Multinational corporations have been able not only to gain control of vital sectors of the Canadian economy, but also to retain the low level of paid taxes, thus depriving government of much-needed additional revenues.

Another area where the upper-income group and business interests largely escape taxation is in property tax. The property tax falls mainly on workers, not businessmen. Within the urban core, residential properties assume the larger share, and commercial land and buildings the smaller share of the total property tax burden. Many studies indicate that owners of tenant-occupied residential buildings usually shift the property tax to their tenants—most of whom are workers. It has been estimated that nearly 75 per cent of property taxes on local industry and retail establishments is shifted to consumers.

As has been seen, the tax system is an economic instrument created and used by government to promote, protect and strengthen the interests of corporations and the upper-income group at the expense of working people. Taxes are a political issue, not merely an economic one, because every important change in the balance of socio-economic forces has been registered in the tax structure.

**In its most basic sense, every dollar of taxes avoided or given away to business and industry is one dollar more that must be paid by someone else—or one dollar's worth of public facilities and services that are foregone.** That "someone else" is the Canadian worker, already overburdened with high taxes and poor public services.

#### Public needs and private wants

The social significance of the fiscal crisis is of immense proportions, well beyond short-run budgetary issues. **The fiscal crisis pervades public policy and private life.** There is an increasing disparity between the flow of private and public goods and services; there is a dangerously widening gulf between public needs and private wants.

The delivery of public goods and services—the infrastructure that supports our society's economy—is slowly but steadily collapsing and falling apart as a result of financial starvation—there isn't enough revenue to support it. Economist John Galbraith grimly describes social disintegration resulting from the imbalance between the production of public and private goods and service, as follows:

"... the papers of any major city ... told daily of the shortage and shortcomings in elementary municipal and metropolitan services. The schools were old and overcrowded. The police force was under strength and underpaid. The parks and playgrounds were insufficient. Streets and empty lots were filthy, and the sanitation staff was under-equipped and in need of men ... Internal transportation was overcrowded, unhealthy, and dirty. So was the air ... The automobiles that could not be parked were being produced at an expanded rate. The children ... disposed to increasingly imaginative forms of delinquency, were admirably equipped with television sets ... Our colleges and universities were severely overcrowded and underprovided, and the same was true of mental hospitals. The family that takes its ... air-conditioned, power-steered, and power-braked automobile out for a tour passes through cities that are badly paved, made hideous by litter, blighted buildings, billboards ... They picnic on packaged food from an icebox by a polluted stream and go on to spend the night at a park that is a menace to public health and morals. Just before dozing off ... amid the stench of decaying refuse, they may reflect on the curious unevenness of their blessings."

This infrastructural collapse—breakdown in the delivery of public services—is but another form of the fiscal crisis. As corporations have been able to shift the private costs of production to the public, hide taxable prof-



its through inflated cost items such as depreciation allowances, and decrease their share of federal and provincial income tax revenue, there is less revenue to be channeled into public services and social investment. As management and advertising operate, in Galbraith's words, "to produce a profit . . . on behalf of privately produced goods and services, public services will have an inherent tendency to lag behind." This imbalance of public expenditures between the public and private sectors results in grave social and personal problems.

Social breakdown and disorganization, rooted and reflected, in part, in the fiscal crisis, and whose solution is made impossible because of the fiscal crisis, also takes a highly personalized form. Dr. Daniel Cappon, a social psychiatrist, has constructed what he terms an "index of social malaise and health." This index attempts to measure the degree of social and personal stability, and conversely, alienation, by taking into account social, economic, psychiatric, criminological, and educational factors. When we consider that the incidence of suicide, alcoholism, psychosis and drug usage is increasing; that the incidence of family breakdowns, child neglect, runaway children and divorces is rising; that juvenile delinquency and the crime rate are soaring; and that there is a disturbing increase in venereal disease, "illegitimate" pregnancies and high-school dropouts, it is painfully obvious that alienation and the fiscal crisis are causing social collapse and the tragedy of broken or wasted lives.

**As a result of financial starvation stemming from imbalance between the production of public and private goods and services, it is clear that social and personal problems are being created and compounded on top of one another at a faster rate than solutions—incoming revenues and social planning. Given present economic and social arrangements, social problems, and personal problems taking social forms, are not being solved—only postponed.**

### **The dirty workers**

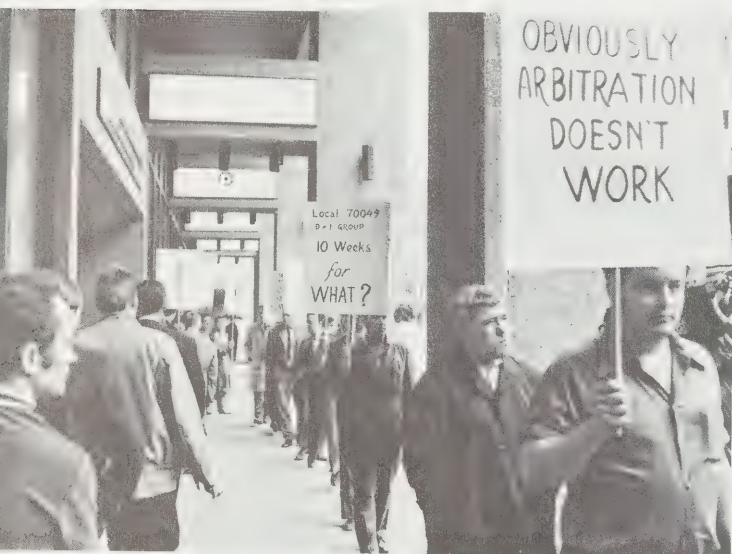
Workers in the public sector of the economy have become the "invisible men." Many types of public employees also have become "dirty workers." As social



problems multiply, society indifferently leaves in the hands of some a kind of mandate to deal with these problems—without wanting to know how.

The people who are used to clean up or control our social problems have been called “dirty workers” by sociologists Hughes and Rainwater. Social workers, prison guards, garbage men, teachers and employees in homes for the aged are employed to keep our social misfits, inconveniences and undesirables off the streets and out of sight. We have created an entirely new type of worker—one whose job it is to hide and control our society’s failures.

**Many public services and institutions officially intended to further well-being have become institutions of custody and constraint.** Social welfare workers find that their profession, designed to help, has been turned into one



designed to spy and punish. Schools have become custodial institutions in which less and less learning takes place and where conformity-producing classrooms serve a prisonlike function. Prisons that are intended to rehabilitate, not punish, only breed more crime. Nursing homes intended to provide our old with care and dignity after a lifetime of work have become waiting rooms for death. Low-cost public housing, with its demeaning and rigid regulations and high-rise architecture, has produced a high incidence of mental illness, anxiety and frustration.

The public employee who is employed as a dirty worker faces a conflict between the formal and informal requirements of his job. Teachers who view themselves as

educators are required to patrol school halls and cafeterias as policemen. Probation officers are faced with more red tape and control from above. Nursing home employees are told to work quickly and not socialize with patients; sanitation workers fight to remain “garbagemen, not garbage.” Public employees faced with the conflict between the formal and informal requirements of the job have often had to redefine their job and their social purpose.

Society’s indifference, which created dirty workers, and the fiscal crisis, which increases the quantity of dirty work, has also hindered the drive of public service workers for more equitable wages. In the context of a fiscal crisis increasingly inhibiting meaningful wage and salary increases, all people in the public service sector are becoming more unified in their identity of interests.

Increasingly victimized through fiscal strangulation by the silent middle class that wants them to do the dirty work and to keep quiet about it, public employees, dirty workers and state clients refuse any longer to tolerate mistreatment. Both the public employee and his counterpart, the client of public services, are dependent upon the state budget to meet their needs. Expanded and re-allocated economic resources are necessary to eliminate the need for dirty workers.

### Politics of the fiscal crisis

As the fiscal crisis deepens and broadens, the public employee, like Alice in Wonderland, is apt to ask, “Would you tell me, please, which way I ought to go from here?” “But that,” said the Cat, “depends a good deal on where you want to get to.”

“Political action,” Louis-Marie Tremblay, Professor of Industrial Relations at the University of Montreal, has written, “is complementary to economic action . . . it is a supplement to the weaknesses of a union’s bargaining power.”

What does this mean for the public employee? In a study session with the Canadian Union of Postal Workers, community organizer and activist Saul Alinsky suggested that “Governments, whether they are municipal, provincial or federal, see public service strikes as a loss of votes . . .” This means, “with a political employer, the union should be constantly in action, seeking allies and getting people involved and committed.”

The burden of the fiscal crisis, in terms of social and economic effects, falls most heavily on state dependents—public servants and state clients—those who are consumers of social services such as welfare recipients and hospital patients. This suggests that, in the long run, because the fiscal crisis affects both workers in the public sector and consumers of public services, a political alliance between public employees and consumers of public services is increasingly necessary to strengthen and complement traditional trade union economic action.

Today, there are few sectors of the economy that remain inorganized. Welfare recipients have organized welfare rights groups; student organizations have fought for control of the budget for student activities; minority groups and the poor are forcing the government to intervene on their behalf; public health workers, doctors, women, probation officers, prisoners—even patients in mental hospitals—are beginning to organize themselves. All seek better work facilities or better social services, and more finances and resources for themselves. This increases and aggravates the financial burden of government.

**Unions in the public sector, unlike unions in the private sector, do not justify wage demands on the basis of rising profits, but rather on the basis of the need for "better public services," "maintenance of essential services," and "quality education."** It is impossible to consider persons who work in essentially social-public jobs without considering their counterpart—the persons who use the services—for the economic and social interests of public service employees and their clients are linked through government budgets.

Alliances among those who are directly or indirectly dependent upon the government are increasingly necessary if the struggle against the fiscal crisis is to be surmounted. Alliances are necessary between school board and university employees (academic and non-academic) and students; between welfare workers and clients; between hydro and telephone workers and the consumers of public utilities; between hospital and nursing-home workers and those who use public medical facilities; and between transit workers and commuters. Alliances between suppliers and users of public services must be formed in order to fight financial starvation and the fiscal crisis.

These alliances are important as a jumping-off point. Employers are not neutral. The different levels of government acting as employers are not neutral. In the public sector, where the employer is the government, there is no neutral agency to act as a mediator between

the public employee, their unions and the government. For the public employee, the logic and necessity for political action is clear: the government is the employer and fulfils both an economic and a political function; in order to meet the demands of public employees, the employer must so alter some aspects of government structure that economic priorities can be re-ordered to deal with the fiscal crisis.

### **Wages and the fiscal crisis**

The deepening of the fiscal crisis will have important implications for collective bargaining and the wages of public employees. The conflict between government expenditures and revenues is grounded in the development of the public sector. As we have seen, corporations have been able to socialize the costs of production, and to shift to workers the burden of taxation for technical infrastructure maintenance so that there is a public expenditure and a private benefit. On both the federal and provincial levels, the corporate share of income tax revenue has been declining with the major sources of revenue being derived from a regressive tax system; and





the continued pressure for public goods and services (expenditures) creates the need for new sources of revenue.

In the short run, corporations in the private sector are able to pass wage increases on by increasing prices. Government administrators do not have any such indirect "taxing" mechanism. Salary increases in the public sector, given the present fiscal arrangements, must be absorbed by wage earners. In the long run, corporations have responded to the militancy of workers in the private sector by introducing labour-saving technology, lowering costs and increasing productivity. Government administrators have been hard-pressed to squeeze out increases in productivity in the public sector. There is no way for wage increases in the public sector to be paid for except through increased taxation.

In the field of public finance, revenues determine expenditures. The revenue or income of government is dependent on the tax rate and tax base. Therefore, the salaries of public workers—government expenditures—are limited or restrained by the level of incoming revenues. Recent work by labour economists Carlsson, Robinson, Craft and Owen assumes that, "... salary budgets (are) fixed" and wages therefore are "... subject to a salary budget constraint," suggesting that wages in the public sector are determined according to a quasi-wage fund theory. The point to be emphasized is that incoming government revenues or the lack of them, as well as political forces, determine the level of wages in the public sector. Thus, given the present situation, with the corporate demand for government revenues increasing and the corporate share of tax revenue declining, wage increases in the public sector become a function of the "margin of political tolerance" of all workers. They will have to bear the brunt of increased taxes in order to fund wage increases in the public sector.

The fiscal crisis has led to tightened government budgets or budget freezes and rising taxes that cut into the real income of workers. If provincial and municipal governments fail to get a tax hike, they stop giving public services and begin laying off public workers. The day of the secure public service job is over. The public employee is not immune to cutbacks and hiring freezes in education, health care, police, fire and public works.

Because of the dynamics of the fiscal crisis, there will be in the long run a concerted massive effort to hold down the wages of workers in the public sector. The counter-attack has already begun, and for public employees it is a crunch situation.

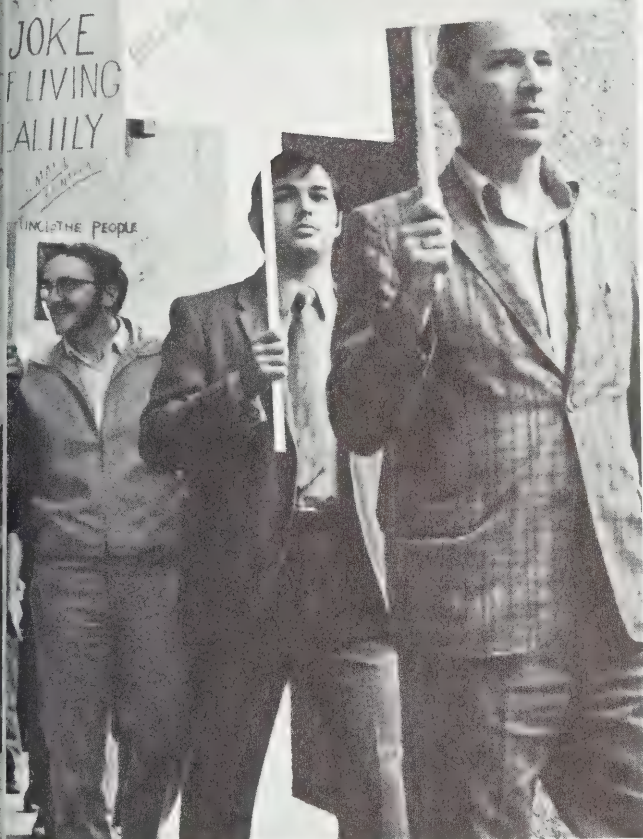
To cope with circumstances in which expenditures are exceeding revenues, the various levels of government are taking an increasingly hard stand on wage issues. In Ontario, for example, the president of the Ontario Municipal Personnel Association has said that "Municipalities are moving toward a more firm position ... and are ready to stand by it," and furthermore, "the decision to let a wage dispute go to a strike is ... one which may have to be taken more often." As one mayor of a large Ontario city put it "We cannot face increasing costs that bear little relationship to the ... ability to pay." The Government of British Columbia has imposed a 6.5 per cent ceiling on annual increases for teachers and school board employees. The B.C. Government is seeking to impose broader wage controls over a large sector of the province's labour force by imposing this 6.5 per cent ceiling on civil servants, hospital employees and other workers. In Saskatchewan, the now deposed Liberal Government used the Prices and Income Commission's guidelines as an excuse to clamp down on wages, particularly in the public sector. The Government of Nova Scotia is attempting to impose a wage-increase ceiling or guideline on teachers and school board employees.

The prolonged major municipal strikes in Vancouver, Toronto and Montreal are indicative of the breakdown of traditional labour-management relations under the pressure of the fiscal crisis. Throughout Canada, municipalities are using contracting-out and layoffs as a way of dealing with the mounting pressure from expenditures. Some of the most bitter strikes—for example, the 1971 Ottawa garbage strike—have been against private contractors.

In the health care field, where wages and salaries account for 70 per cent of all costs, there is increasing pressure to introduce changes in the number of types of personnel, and to make better use of personnel to produce greater efficiency and productivity in order to cope with the fiscal crisis. In Ontario, the Hospital Services Commission has attempted to impose a 7.2 per cent ceiling on wage increases. The two recent illegal strikes in Toronto hospitals indicate that the system of mandatory and binding arbitration in the health care field in Ontario is losing its legitimacy and is crumbling under the weight of the fiscal crisis.

In Quebec, a fiscal crisis aggravated by the accelerated rate of public expenditures for technical infrastructure begun during the "quiet revolution" to telescope modernization, because of that province's historical underdevelopment propelled the recent labour upheaval in the public sector. The coalition bargaining, and the stand of the three public service unions in the Common

# LOCAL D-1 GROUP 10 Weeks for WHAT?



Front representing some 210,000 workers, caused the Province's finance minister to state that the cost of the demands would: "cancel all new projects . . . as well as requiring a tax raise." Editorialists screamed that wage increases must roughly coincide with the province's growth if taxes are not to get further out of line. Premier Bourassa indicated that he may deal with the situation by limiting the right to strike in the public sector.

More recently, a Gallup Poll (April 26, 1972) showed that 57 per cent of all Canadians favoured eliminating the right to strike in the public sector. More ominously, 48 per cent of all "union homes" and 47 per cent of all NDP members were in favour of taking the right to strike away from public employees. This stiffening atti-

tude, even among those who purport to be labour's friends, is indicative of the political explosiveness of the fiscal crisis. Tax revolts, a political form of the fiscal crisis, are becoming increasingly common. The rejection of new bond issues in the B.C. school district referendums is but one recent example. Workers in the private and public sectors have allowed themselves to be played off against one another. To date, this divide-and-conquer tactic has been successful.

The Government is being forced to rationalize and centralize the industrial relations system in the public sector. Under the pressure of the fiscal crisis and mounting expenditures, public employers are attempting to impose more direct control over their payrolls. This rationalization is manifesting itself in formal and informal centralized bargaining arrangements. This is particularly true on a provincial and regional basis. In New Brunswick, there is already centralized province-wide bargaining in hospitals and school boards. There is a movement in Ontario and Saskatchewan hospitals toward regional coalition bargaining. In Vancouver and the Metro Toronto area, regional bargaining (as distinct from the already existent pattern bargaining) for municipalities and school boards is a possibility in the future. In all instances, the trend toward formal and informal centralized bargaining arrangements represents an attempt by the state to deal with the fiscal crisis by exerting more direct control over labour costs and payrolls. By attempting to more firmly control expenditures through centralized bargaining, government is structuring a situation whereby workers are being forced into direct confrontation with government in its capacity as employer. This is a path fraught with political and social volatility. Yet, in order to grapple with the fiscal crisis, government has little alternative.

The fact is that even compulsory arbitration of wage disputes has failed to keep wage settlements in line with the financial capabilities of the various levels of government. To keep wage demands and settlements in line would ultimately require "no-strike" pledges and wage controls resulting in the abolition of free collective bargaining as we know it. This raises a whole series of potentially explosive political issues.

As the fiscal crisis broadens and deepens, affecting the social conditions of all workers—and the position of public employees in particular—workers in the public sector will be increasingly forced to take action. Public employees will be pushed into action, not because they want to be, but because they will have to be. Building



political alliances between workers in the public sector and users of public services is a necessity. Putting forward qualitative collective bargaining demands that affect both groups, workers and users, is a prerequisite to building such alliances. These political alliances are critically necessary to strengthen trade union action in the public sector.

In the final analysis, the fiscal crisis can be fought only by militant struggle on the picket line.

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Deaton joined the staff of CUPE in 1970 and is responsible for research in the education, nursing home and fringe benefit fields. He received his B.A. in economics and industrial relations from the University of Wisconsin and undertook his graduate work at McGill University.

The analysis, interpretation and opinions he expresses in the accompanying article are his own, and do not necessarily reflect the policies or views of CUPE or its National Officers, or of the Canada Department of Labour. This article is a revised version of one that appeared earlier in the **CUPE Journal**.

The author wishes to express his indebtedness to Prof. James O'Connor, Department of Economics, San Diego State University, for many of the germinal ideas that appear in the article.)



Think it over . . .



Is it true that there is no future for the Province of Québec in the present economic system? Is the private enterprise system as we know it at the present time responsible for the difficulties we are experiencing in Québec today? Finally, is it necessary to “break” this system and replace it with another on the same lines as a people’s democracy or a socialist or communist system?

The Québec Management Council (QMC) has made a brief but well-balanced analysis of each of these questions and, in a manifesto containing restrained statements, invites the population, in their turn, to think about it. Its booklet, presented in the series of publica-

tions *Les Affaires Incorporées* and titled “Destroy the Present System? Think it over,” examines, one by one, the main grievances of the past few months, based on the so-called “faults and limitations” of the “present system,” and provides the necessary elements for serious reflection about the basis of our Québec society and the essential resources of our economy. The QMC, founded in January 1969 (LG 1970, p. 184 and 270) is a confederation of 128 management associations working in Québec. Among them, the employer-members hire more than 80 per cent of the province’s workforce.

In that capacity, and in view of the attacks on the free enterprise system and the present economic set-up, the



QMC recognizes that it cannot remain indifferent or preserve a guarded silence amidst the “merry-go-round of manifestos” that demand the attention of a society experiencing the growing pains of evolution.

“Destroy the Present System? Think it over,” is divided into two parts: (a) Private Enterprise: Agent of Economic Progress; and (b) Protesting the System. It is neither a controversial tract nor a criticism of available trade-union documents, but a positive contribution of management showing that our way of life in Québec is a most enviable one, even if it has its weak points. The main thesis is an attempt to convince the reader that this country, “which has the fourth highest standard of living in the world, and which can look forward to the prospects of a post-industrial society,” should think twice before rejecting the present economic system, before “breaking the system” and adopting solutions already tried, with less success, in socialist or communist countries or in people’s democracies.

Part (a) of the document defends the private enterprise system and refutes the attacks made against it. This system has often been blamed for having benefited only a tiny, propertied class and for having made—at the expense of the workers—excessive profits. The refutation is based mainly on the possibility of access to property and to the wider use of consumer goods—for example, automobiles, television sets, refrigerators and running water—in the province because of incomes that are constantly on the increase and that, on the whole, compare favourably with those earned elsewhere.

Nevertheless, the QMC draws attention to the fact that one should not necessarily associate “Québec enterprise with the worst excesses of the economic liberalism of the last century.” No doubt, states the document, free enterprise must make profits on all its operations. It needs profits to support itself and expand; it needs profits to spread the cost of its various obligations and to compensate the risks involved. Moreover, in carrying out its operations, it must comply with the requirements, laws and regulations of a government that is alert and watchful, if not sometimes a formidable or at least a serious competitor.

In Part (b), the QMC suggests a series of objectives (eight in all) that, if achieved, “would make it possible to palliate some of the difficulties” to which those opposing any challenging of the system give exaggerated importance.

Four main objectives are first proposed: 1. to take part by all means at its disposal, in the economic progress of the Province of Québec; 2. to give constant and increasing attention to the protection of the environment; 3. to engage fully, in a concerted effort with trade unionism and the government, not to break the system, but to improve it; and 4. to recognize French as the working language. To achieve these four major objectives, according to the QMC, numerous and varied pledges and programs are necessary.

There is also a series of objectives that, although treated as secondary, nevertheless retain considerable importance. The QMC spells them out as so many aspects of the real problems of the existence of Québec free enterprise: participation of workers in the objectives of undertakings; integration of undertakings into the social environment in which they develop; technological change; and the legal status of such undertakings.

Of course, this list of objectives and problems is not complete. But it represents the heart of the concerns of Québec management, and the QMC is pleased to acknowledge that “the proposals of a large number of business managers show, in these various fields, an open-mindedness that is too rarely mentioned.”

In the foreword of this manifesto, one can read that the QMC neither claims “to have rediscovered the wheel,” nor presumes to “suggest miracle solutions to all problems.” It simply wants to bring forward some facts: since 1850, for instance, the standard of living of Quebecers has increased ninefold; suggest ideas; introduce elements likely to inspire; and promote fruitful reflection through a return to the sources “from which we have been so far removed these past years.”

Above all, the QMC intends to repeat that, in a land of freedom, the private enterprise system does not exist and must not exist for itself; it is first and foremost at the service of the community.

## PIC's last report

Powerful unions and corporations are not mainly to blame for the present state of Canada's economy, according to the Prices and Incomes Commission. It states in its final report, "The commission's view that a temporary program of direct controls over prices, wages and other incomes could be helpful in certain circumstances does not arise from a belief that the root of the inflation-unemployment dilemma lies in the ability of powerful unions and corporations to continue to push up costs and prices regardless of demand conditions."

Rather, the commission notes, the main difficulties arise from "trying to extricate the economy from a major inflationary outbreak originally generated by an overshoot of demand, but persisting stubbornly because of widely held inflationary expectations and response lags."

This was one conclusion contained in the summary report of the commission issued June 20 of this year. A more detailed report was released August 28, incorporating all research on which the conclusions were founded. Conclusions in the summary report included the following:

In modern societies, national governments are responsible for the overall management of the economy. If an overshoot of demand is allowed to occur, the responsibility must lie with the government.

Prices in Canada have recently been rising at a substantial rate. Since 1968, when inflation had become entrenched, no way of managing demand was left to authorities for which public understanding could be expected.

The length and vigor of this latest round of inflation, following as it did on an extended period of economic expansion and an even longer period of upward creeping prices, seems very likely to have established patterns of wage and price setting behavior adapted to a substantial rate of continuing inflation.

The degree to which Canada imported inflation during the 1960s either directly through price and wage links, or indirectly through demand, was more a consequence of Canada's exchange rate policy than of foreign inflation as such.

Although labour's income share was on a rising trend from 1964 to 1970, over the previous seven years it had been moving downward in the face of a strong and sustained rise in the share claimed by profits and other returns to capital.

By comparison with most other countries, Canada has an unusually large flow of young people joining the labour force who encounter special difficulties in finding suitable permanent jobs, as well as a high proportion of employees compared with the self-employed.

One possibility is to accept a certain amount of inflation—perhaps even a degree of inflation which becomes more severe and chronic with time—as the necessary price for holding the level of unemployment to a minimum.

One should be cautious in assuming that it will be at all easy to reduce the critical range of national unemployment at which cost and price increases have tended to accelerate. Moreover, the possibility of increasingly severe inflation will remain if the public and their elected representatives take an over-optimistic view of the extent to which this critical range of unemployment has been reduced.

If we reject more rapid inflation as only a temporary postponement of our difficulties and recognize that supply and selective demand policies have considerable





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limitations, we are left with two policy instruments for dealing with the problem: general demand management and incomes policy.

For this reason, we concentrate on a full-fledge control system as the only form of intervention likely to be effective enough to be worth attempting in the near future.

The commission further recommended that, in case events bring Canadians to seriously consider temporary controls, a group should be retained within the Government to plan for this possibility. To do this, a contingency planning group was announced in April 1972 to work under the Department of Consumer and Corporate Affairs after expiry of the Prices and Incomes Commission's mandate at the end of August.

In the final sentence of its summary report, the commission advises "that temporary price and income control should only be used as part of a longer-run policy aimed at maintaining underlying demand conditions both during and after the control period consistent with the target rates of increase in average price and income levels."

One chapter contains many interesting and notable facts concerning unemployment in Canada. The report points out, "it is highly unlikely that any economy, no matter how high the level of aggregate demand, could keep all those who wanted to work fully employed at all times." It shows also that most Canadians who go on record as unemployed do not experience unemployment for longer than a three-month period. Also, about 40 per cent of the unemployed are heads of families. Workers with low education have the highest rate of unemployment.

Regarding seasonal unemployment, the commission found that about 11 per cent of jobs in Canada are seasonal, and more than 9 per cent of the Canadian labour force works on a seasonal basis. Seasonality is most striking among younger workers, particularly students, but is an important factor also among those 25 years old and over. The commission reports that counter-seasonal programs, such as the Winter Works Program, lower the unemployment rate by up to 0.5 per cent.

With publication of the final report, the Prices and Incomes Commission's work is all but finished. A small staff remains to handle publications, in addition to the contingency group attached to Consumer and Corporate Affairs. Commission chairman John H. Young has returned to his teaching post with the University of British Columbia, while Commissioner George E. Freeman has reassumed his position with the Bank of Canada. Commissioner George V. Haythorne, a former deputy minister in the Labour Department, has left to lecture at Cambridge University.

# Price indexes

## Consumer, July 1972

The consumer price index (1961 = 100) rose 1.2 per cent to 140.2 in July from 138.5 in June, a larger increase than the average recorded between these two months in recent years and compared with a June-July increase of 0.8 per cent last year. The major contributor to this increase was food which rose 3.6 per cent. Housing advanced 0.5 per cent and clothing 0.2 per cent. The health and personal care, and the recreation and reading components rose 0.1 per cent. The transportation and the tobacco and alcohol indexes remained unchanged. Between July 1971 and July 1972, the all-items index advanced 4.5 per cent.

**The food index rose 3.6 per cent** to 142.5 from 137.5, the largest increase recorded between these two months since 1961. Increases of over 2 per cent between June and July have occurred four times in the past 10 years. In the latest month the price level of food consumed at home rose 4.1 per cent, and restaurant meal prices advanced 1.2 per cent. In the food at home component, indexes advanced for all major groups except fruit. It fell 2.7 per cent, on average, because of lower prices for some fresh fruits. Vegetable prices rose 9.7 per cent as increases were recorded for most fresh, canned and frozen vegetables. The latest advance in vegetable prices was the highest recorded between June and July since 1967. In the latest month, vegetable prices were, on average, at their level of July 1971, and the fruit index was 0.5 per cent lower than that of a year earlier. The meat, fish and poultry index rose 3 per cent in the latest month and was almost 14 per cent above its level of a year ago. Between June and July pork rose 5.7 per cent,

beef 2.9 per cent and poultry 1.3 per cent. Egg prices were more than 16 per cent above their level of a year earlier. The bakery and cereal products component rose 2.2 per cent between June and July as most items priced, including bread, recorded increases. Most dairy products items also registered advances as butter prices increased in Toronto and Montreal. Among other foods higher prices were recorded for jam, jelly powder, honey and infants' food. Ground and instant coffee also registered increases but were still selling at prices lower than a year ago; peanut butter decreased in price in the latest month. The food index was 6.9 per cent higher than a year ago.

**The housing index advanced 0.5 per cent** to 143.3 from 142.6 reflecting increases of 0.4 per cent in shelter and 0.6 per cent in household operations. Within shelter, the home-ownership index advanced 0.6 per cent and rents increased 0.1 per cent. Among household operation items, electricity prices rose, on average, 2.8 per cent, mainly because of higher rates in some Ontario cities. An increase of 0.5 per cent in furniture prices reflected increases for kitchen, bedroom and living room suites, and mattresses. Among other household operation items, glassware, sheets and a number of cleaning supplies registered higher quotations, and wages for household help increased in several cities. Some floor coverings, dishes and light bulbs declined in price. The housing index advanced 4.5 per cent since July 1971.

**The clothing index rose 0.2 per cent** to 131.6 from 131.3. The only component to register a decrease was children's wear. It declined 0.3 per cent because of sales of boys' slacks and shirts, and girls' cotton dresses. The men's wear index rose 0.2 per cent as earlier sale prices for suits, sweaters and socks were removed. Women's wear prices, also, rose 0.2 per cent as increased quotations for cotton dresses and pyjamas outweighed lower prices for dresses made from synthetic material, and lingerie. An advance of 0.8 per cent in footwear prices



reflected increases for men's and children's shoes. Higher cotton dress print quotations moved the piece goods index up 0.5 per cent. Between July 1971 and July 1972, the clothing index rose 1.9 per cent.

**The transportation index was unchanged** from its June level of 133.6 as a seasonal increase in the train fares index was offset by a decline in the level of automobile operation prices mainly attributable to lower gasoline quotations in some Ontario and Québec centres. Motor oil prices advanced in several cities and operators' license fees rose in Ontario. During the 12-month period to July 1972 the transportation index rose 2.7 per cent.

**The health and personal care index rose 0.1 per cent** to 149.1 from 148.9 on higher prices for several toiletries including shaving cream, razor blades, cleansing tissues and toilet soap. It was 4.9 per cent above its July 1971 level.

**The recreation and reading index increased 0.1 per cent** to 139.4 from 139.3 because of higher motion picture admission charges in St. John's, and increased newspaper subscription rates in Charlottetown, Oshawa and Saskatoon. Between July 1971 and July 1972, the recreation and reading index increased 2.9 per cent.

**The tobacco and alcohol index was unchanged** from its June level of 132.8 and was 3.2 per cent above its July 1971 level. In the latest month, higher cigarette and cigarette tobacco prices were registered in St. John's, but these were insufficient to move the component index.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. The services index rose 0.4 per cent between June and July because of higher prices for shelter services, household help, theatre admissions, and automobile licenses. The total commodities index increased 1.6 per cent because of the 3.6 per cent advance in food prices. Non-durable commodities excluding food rose by 0.3 per cent because of higher quotations for clothing, electricity, cleaning supplies, toiletries and newspapers; increased prices for furniture and glassware moved the durables index up 0.1 per cent. In the twelve months to July 1972, the services component advanced 5.3 per cent, and for commodities 4.1 per cent,

the latter largely because of a 6.9 per cent advance in food prices over the same period. Non-durables (excluding food) rose 2.5 per cent and durables 1.5 per cent, between July 1971 and July 1972.

### **City Consumer, July 1972**

**The consumer price index (1961=100) rose in all regional cities and city-combinations** with increases ranging from 0.1 per cent in Edmonton-Calgary and Vancouver to 1.3 per cent in Toronto. The larger increases were generally recorded in eastern cities, reflecting fairly large advances in food prices between June and July. Food indexes increased more than 1.5 per cent in all major cities surveyed east of Winnipeg and those for western cities recorded only slight advances.

Higher prices were registered for beef, pork, eggs and fresh produce. Housing components showed marginal increases in most cities except Toronto which recorded an increase of 0.7 per cent because of increased electricity rates and higher wages for household help. Clothing indexes recorded mixed movements ranging from a decline of 1.6 per cent in Quebec City to an increase of 0.9 per cent in Toronto. Transportation, and health and personal care indexes, each registered a mixture of minor advances and declines. Recreation and reading indexes were unchanged in all cities except St. John's and Saskatoon-Regina where increases of 1.2 per cent and 1.0 per cent, were recorded. Tobacco and alcohol indexes were unchanged in all cities except St. John's where a rise of 2.0 per cent was recorded.

Regional consumer price index point changes between June and July were: On the base 1961=100: Toronto +1.8 to 135.7; St. John's +1.4 to 130.6; Halifax +1.2 to 131.5; Montreal +1.2 to 131.7; Ottawa +1.2 to 136.1; Saint John +.7 to 131.0; Winnipeg +.6 to 133.1; Saskatoon-Regina +.4 to 128.0; Edmonton-Calgary +.1 to 133.1; Vancouver +.1 to 131.8. On the base 1969=100: Quebec City +.2 to 106.9; Thunder Bay +.6 to 107.2.

City indexes are not as comprehensive in price content as the Canada consumer price index, and may underestimate slightly the degree of price movement occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs having increased more rapidly than rents,

he housing and all-items indexes for cities underestimate somewhat the rates of price increases, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

#### **Wholesale, July 1972**

**The general wholesale index (1935 = 100) advanced 0.5 per cent** in July to 308.2 from 306.7 in June. It was 5.9 per cent higher than the July 1971 index of 291.0. Four major group indexes were higher, 3 declined and 1 was unchanged.

The animal products group index rose 1.3 per cent to 377.4 from 372.7 on higher prices for fishery products, cured meats, livestock, eggs, fresh meats and hides and skins. An advance of 1.3 per cent to 430.7 from 425.3 in the wood products group index reflected price increases for spruce, wood pulp, cedar shingles, pine, fir, hemlock and hardwoods. Higher prices for soaps and detergents, paint materials and fertilizer materials were responsible for an increase of 0.6 per cent to 246.9 from 245.5 in the chemical products group index. The vegetable products group index moved up slightly to 240.3 from 239.6. Small declines were recorded for 3 major group indexes: non-ferrous metals products to 262.4 from 264.0, non-metallic mineral products to 234.7 from 235.3, and textile products to 278.2 from 278.4.

## **Employment fatalities in Canada January 1970 to December 1971**

For many years the Economics and Research Branch of the Canada Department of Labour has compiled and published statistics on employment fatalities in Canadian industry. The latest statistics are given in Table H on page 586. These have been prepared for the two-year period 1970 and 1971.

There were 954 industrial fatalities in 1971 compared with 974 in the previous year. These fatalities occurred among persons gainfully employed and happened during the course of, or arose out of, their employment. They include deaths from industrial diseases.



## Multi-fatalities

There was a general increase in multi-fatalities related to activities in the construction and transportation industries in 1971 compared with 1970. A marked increase in multi-fatalities occurred also as a result of explosion or fire, while there was a sharp drop in drowning fatalities. In general, multi-fatality accidents almost doubled, while related deaths rose by 25 per cent (see Table 1).

**Table 1—Multi-fatalities, January 1970 to December 1971**

| Multi-fatality           | Accident |      | Death |      |
|--------------------------|----------|------|-------|------|
|                          | 1971     | 1970 | 1971  | 1970 |
| Drowning.....            | 3        | 6    | 7     | 37   |
| Explosion or fire.....   | 7        | 4    | 19    | 8    |
| Transport accident.....  | 13       | 5    | 29    | 12   |
| Construction mishap..... | 8        | 1    | 19    | 2    |
| Total.....               | 31       | 16   | 74    | 59   |
| Percentage change.....   | 94%      |      | 25%   |      |

## Fatalities by region

Employment increased in the Eastern Region by 2 per cent, in Ontario by 3 per cent, and in the Western Region by 3 per cent. Fatalities, however, dropped sharply by 18 per cent in the Eastern Region, rose by only 1 per cent in Ontario, and increased by 8 per cent in the Western Region (see Table 2).

## Fatalities by industry

Table 3 shows that workers in goods-producing industries, who constituted just over one third of all workers employed, accounted for almost two thirds of total fatalities. In contrast, employees in service-producing industries formed nearly two thirds of all workers employed and only slightly over one third of total fatalities.

**Table 2—Fatalities by Region, January 1970 to December 1971**

|                     | Workers Employed (Thousands) |       | Percentage of Total |      | Percentage Change (1970/71) | Fatalities |      | Percentage of Total |      | Percentage Change (1970/71) |
|---------------------|------------------------------|-------|---------------------|------|-----------------------------|------------|------|---------------------|------|-----------------------------|
|                     | 1971                         | 1970  | 1971                | 1970 |                             | 1971       | 1970 | 1971                | 1970 |                             |
| Eastern region..... | 2,815                        | 2,753 | 34.8                | 34.9 | 2                           | 260        | 317  | 27.2                | 32.6 | -18                         |
| Ontario.....        | 3,079                        | 2,996 | 38.1                | 38.0 | 3                           | 310        | 307  | 32.5                | 31.5 | 1                           |
| Western region..... | 2,185                        | 2,130 | 27.1                | 27.1 | 3                           | 384        | 350  | 40.3                | 35.9 | 8                           |

**Table 3—Fatalities by Industry, January 1970 to December 1971**

|                                      | Goods-producing |       | Service-producing |       |
|--------------------------------------|-----------------|-------|-------------------|-------|
|                                      | 1971            | 1970  | 1971              | 1970  |
| Workers employed (in thousands)..... | 3,024           | 2,991 | 5,055             | 4,888 |
| Percentage of total.....             | 37.4            | 38.0  | 62.6              | 62.0  |
| Fatalities.....                      | 595             | 614   | 359               | 360   |
| Percentage of total.....             | 62.4            | 63.0  | 37.6              | 37.0  |

## Fatalities by occupation

White-collar-service employment increased by 4 per cent and fatalities by 1 per cent (see Table 4). Primary-manual employment rose by only 1 per cent and fatalities decreased by 3 per cent.

## Fatalities by sex

As set forth in Table 5, men constituted two thirds of employed workers and 99 per cent of total fatalities. Women comprised one third of workers employed and 1 per cent of total fatalities recorded.

**Table 4—Fatalities by Occupation, January 1970 to December 1971**

|                            | Workers Employed (thousands) |       | Percentage of Total |      | Percentage Change | Fatalities |      | Percentage of Total |      | Percentage Change |
|----------------------------|------------------------------|-------|---------------------|------|-------------------|------------|------|---------------------|------|-------------------|
|                            | 1971                         | 1970  | 1971                | 1970 |                   | 1971       | 1970 | 1971                | 1970 |                   |
| Primary-manual .....       | 2,931                        | 2,911 | 36.3                | 36.9 | 1                 | 616        | 638  | 64.6                | 65.5 | 3                 |
| White-collar-service ..... | 5,148                        | 4,968 | 63.7                | 63.1 | 4                 | 338        | 336  | 35.4                | 34.5 | 1                 |

**Table 5—Fatalities by Sex, January 1970 to December 1971**

|                                       | Men   |       | Women |       |
|---------------------------------------|-------|-------|-------|-------|
|                                       | 1971  | 1970  | 1971  | 1970  |
| Workers employed (in thousands) ..... | 5,392 | 5,310 | 2,687 | 2,569 |
| Percentage of total .....             | 66.7  | 67.4  | 33.3  | 32.6  |
| Fatalities .....                      | 946   | 964   | 8     | 10    |
| Percentage of total .....             | 99.2  | 99.0  | 0.8   | 1.0   |

## Incidence rates

In 1971, there were 954 fatalities in an employed labour force totalling 8,079,000. The incidence rate, the relationship between fatalities and number of workers, therefore, was 0.012 for 1971, the same as in 1970. Regionally, the Eastern Region incidence rate decreased from 0.012 in 1970 to 0.009 in 1971, the Ontario rate remained unchanged at 0.010, and the Western Region incidence rate rose from 0.016 to 0.018.



# Employment Fatalities in Canada—January 1970 to December 1971

January to December 1970

|                                   | Agri-<br>cul-<br>ture | For-<br>estry | (1)<br>Fishing | (2)<br>Mining | Manu-<br>factur-<br>ing | Con-<br>struc-<br>tion | (3)<br>Trans-<br>porta-<br>tion | Trade | (4)<br>Fin-<br>ance | (5)<br>Serv-<br>ice | (6)<br>Public<br>Admin-<br>istra-<br>tion | Not<br>Given | Total | Pe-<br>cen-<br>o<br>Total |
|-----------------------------------|-----------------------|---------------|----------------|---------------|-------------------------|------------------------|---------------------------------|-------|---------------------|---------------------|---|--------------|-------|---------------------------|
| By Industry* and Age Group        |                       |               |                |               |                         |                        |                                 |       |                     |                     |   |              |       |                           |
| 14 to 19 years.....               | 2                     | 6             | 1              | 2             | 11                      | 12                     | 2                               | 5     | 0                   | 0                   | 1   | 0            | 42    | 4.2                       |
| 20 to 24 ".....                   | 0                     | 12            | 0              | 23            | 16                      | 27                     | 17                              | 5     | 0                   | 3                   | 6   | 1            | 110   | 11.2                      |
| 25 to 34 ".....                   | 6                     | 19            | 5              | 28            | 28                      | 38                     | 47                              | 19    | 2                   | 10                  | 11  | 4            | 217   | 22.2                      |
| 35 to 44 ".....                   | 2                     | 18            | 4              | 20            | 33                      | 44                     | 43                              | 13    | 1                   | 12                  | 17  | 1            | 208   | 21.3                      |
| 45 to 54 ".....                   | 3                     | 19            | 2              | 18            | 33                      | 28                     | 37                              | 9     | 0                   | 7                   | 24  | 1            | 181   | 18.6                      |
| 55 to 64 ".....                   | 2                     | 9             | 0              | 15            | 30                      | 23                     | 20                              | 5     | 0                   | 5                   | 15  | 1            | 125   | 12.8                      |
| 65 years and over.....            | 0                     | 5             | 0              | 22            | 20                      | 3                      | 2                               | 4     | 0                   | 4                   | 4   | 0            | 64    | 6.6                       |
| Not given.....                    | 0                     | 1             | 9              | 2             | 2                       | 11                     | 2                               | 0     | 0                   | 0                   | 0   | 0            | 27    | 2.8                       |
| TOTAL.....                        | 15                    | 89            | 21             | 130           | 173                     | 186                    | 170                             | 60    | 3                   | 41                  | 78  | 8            | 974** | 100.0                     |
| By Industry and Occupation†       |                       |               |                |               |                         |                        |                                 |       |                     |                     |   |              |       |                           |
| Farmers (a).....                  | 9                     | 0             | 0              | 0             | 0                       | 0                      | 0                               | 0     | 0                   | 1                   | 2   | 0            | 12    | 1.2                       |
| Loggers (b).....                  | 0                     | 61            | 0              | 0             | 2                       | 15                     | 0                               | 0     | 0                   | 0                   | 2   | 0            | 80    | 8.2                       |
| Fishermen (c).....                | 0                     | 0             | 20             | 0             | 0                       | 1                      | 0                               | 0     | 0                   | 0                   | 0   | 0            | 21    | 2.2                       |
| Miners (d).....                   | 0                     | 0             | 0              | 101           | 5                       | 0                      | 0                               | 1     | 0                   | 1                   | 0   | 0            | 108   | 11.1                      |
| Craftsmen (e).....                | 0                     | 11            | 0              | 19            | 86                      | 106                    | 41                              | 6     | 0                   | 1                   | 17  | 2            | 289   | 29.7                      |
| Labourers (f).....                | 2                     | 0             | 0              | 1             | 36                      | 41                     | 10                              | 7     | 1                   | 8                   | 20  | 2            | 128   | 13.1                      |
| Transport (g).....                | 1                     | 11            | 1              | 2             | 15                      | 13                     | 95                              | 20    | 1                   | 5                   | 7   | 2            | 173   | 17.8                      |
| Managerial.....                   | 0                     | 4             | 0              | 2             | 10                      | 3                      | 5                               | 11    | 1                   | 3                   | 2   | 0            | 41    | 4.2                       |
| Professional (h).....             | 2                     | 1             | 0              | 3             | 4                       | 5                      | 2                               | 1     | 0                   | 6                   | 6   | 1            | 31    | 3.2                       |
| Clerical.....                     | 0                     | 0             | 0              | 0             | 5                       | 1                      | 4                               | 2     | 0                   | 1                   | 3   | 0            | 16    | 1.6                       |
| Sales.....                        | 0                     | 0             | 0              | 0             | 5                       | 0                      | 2                               | 11    | 0                   | 1                   | 0   | 1            | 20    | 2.1                       |
| Service (i).....                  | 1                     | 0             | 0              | 1             | 1                       | 0                      | 10                              | 0     | 0                   | 13                  | 19  | 0            | 45    | 4.6                       |
| Not given.....                    | 0                     | 1             | 0              | 1             | 4                       | 1                      | 1                               | 1     | 0                   | 1                   | 0   | 0            | 10    | 1.0                       |
| TOTAL.....                        | 15                    | 89            | 21             | 130           | 173                     | 186                    | 170                             | 60    | 3                   | 41                  | 78  | 8            | 974** | 100.0                     |
| By Industry and Type of Accident‡ |                       |               |                |               |                         |                        |                                 |       |                     |                     |   |              |       |                           |
| Struck by objects (j).....        | 1                     | 48            | 1              | 38            | 26                      | 37                     | 20                              | 7     | 0                   | 2                   | 16  | 2            | 198   | 20.3                      |
| Falls and slips (k).....          | 1                     | 7             | 18             | 18            | 28                      | 61                     | 30                              | 4     | 0                   | 12                  | 16  | 2            | 197   | 20.2                      |
| Collisions, derailment (l).....   | 4                     | 17            | 0              | 8             | 23                      | 33                     | 82                              | 32    | 2                   | 12                  | 20  | 3            | 236   | 24.2                      |
| Caught in, on, between (m).....   | 4                     | 10            | 1              | 15            | 26                      | 25                     | 8                               | 4     | 0                   | 2                   | 4   | 0            | 99    | 10.2                      |
| Inhalation (n).....               | 1                     | 0             | 0              | 36            | 33                      | 5                      | 3                               | 4     | 0                   | 1                   | 5   | 0            | 88    | 9.1                       |
| Conflagrations (o).....           | 1                     | 1             | 1              | 10            | 14                      | 7                      | 3                               | 2     | 0                   | 1                   | 4   | 0            | 44    | 4.5                       |
| Electric current (p).....         | 2                     | 2             | 0              | 2             | 11                      | 14                     | 14                              | 1     | 0                   | 0                   | 4   | 0            | 50    | 5.1                       |
| Over-exertion (q).....            | 0                     | 2             | 0              | 0             | 4                       | 1                      | 3                               | 1     | 0                   | 1                   | 4   | 0            | 16    | 1.7                       |
| Striking against (r).....         | 0                     | 0             | 0              | 0             | 1                       | 0                      | 2                               | 0     | 0                   | 0                   | 0   | 0            | 3     | 0.3                       |
| Miscellaneous (s).....            | 1                     | 2             | 0              | 3             | 7                       | 3                      | 5                               | 5     | 1                   | 10                  | 5   | 1            | 43    | 4.4                       |
| TOTAL.....                        | 15                    | 89            | 21             | 130           | 173                     | 186                    | 170                             | 60    | 3                   | 41                  | 78  | 8            | 974** | 100.0                     |
| PERCENT OF TOTAL.....             | 1.5                   | 9.1           | 2.2            | 13.3          | 17.8                    | 19.1                   | 17.5                            | 6.2   | 0.3                 | 4.2                 | 8.0                                       | 0.8          |       | 100.0                     |

\*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

\*\*Of these totals, 91 per cent of the fatalities were reported by the various Workmen's Compensation Board; details of the remaining 9 per cent were obtained from other sources.

Note: All figures are preliminary.

## January to December 1971

| Agriculture | Forestry | (1)<br>Fishing | (2)<br>Mining | Manu-<br>factur-<br>ing | Con-<br>struc-<br>tion | (3)<br>Trans-<br>porta-<br>tion | Trade | (4)<br>Fin-<br>ance | (5)<br>Serv-<br>ice | (6)<br>Public<br>Admin-<br>istra-<br>tion | Not<br>Given | Total | Per<br>Cent<br>of<br>Total |
|-------------|----------|----------------|---------------|-------------------------|------------------------|---------------------------------|-------|---------------------|---------------------|---|--------------|-------|----------------------------|
| 4           | 7        | 1              | 4             | 4                       | 12                     | 4                               | 6     | 0                   | 1                   | 2   | 0            | 45    | 4.7                        |
| 1           | 8        | 2              | 16            | 16                      | 30                     | 18                              | 9     | 1                   | 8                   | 2   | 0            | 111   | 11.6                       |
| 5           | 23       | 1              | 18            | 36                      | 49                     | 51                              | 15    | 1                   | 10                  | 14  | 1            | 224   | 23.5                       |
| 1           | 15       | 1              | 29            | 27                      | 40                     | 39                              | 13    | 0                   | 6                   | 10  | 0            | 181   | 19.0                       |
| 2           | 14       | 2              | 19            | 23                      | 42                     | 33                              | 7     | 0                   | 14                  | 15  | 0            | 171   | 17.9                       |
| 1           | 15       | 1              | 22            | 22                      | 23                     | 20                              | 8     | 1                   | 5                   | 18  | 0            | 136   | 14.3                       |
| 3           | 1        | 1              | 22            | 14                      | 4                      | 1                               | 5     | 0                   | 7                   | 1   | 0            | 59    | 6.2                        |
| 2           | 1        | 0              | 3             | 3                       | 5                      | 9                               | 3     | 0                   | 1                   | 0   | 0            | 27    | 2.8                        |
| 19          | 84       | 9              | 133           | 145                     | 205                    | 175                             | 66    | 3                   | 52                  | 62  | 1            | 954** | 100.0                      |
| 11          | 0        | 0              | 0             | 0                       | 0                      | 0                               | 0     | 0                   | 0                   | 0   | 0            | 11    | 1.1                        |
| 0           | 59       | 0              | 0             | 3                       | 3                      | 0                               | 0     | 0                   | 0                   | 0   | 0            | 65    | 6.8                        |
| 0           | 0        | 7              | 0             | 1                       | 0                      | 0                               | 0     | 0                   | 0                   | 0   | 0            | 8     | 0.8                        |
| 0           | 0        | 0              | 87            | 3                       | 4                      | 0                               | 0     | 0                   | 0                   | 0   | 0            | 94    | 9.8                        |
| 1           | 15       | 0              | 28            | 59                      | 97                     | 34                              | 10    | 1                   | 6                   | 11  | 0            | 262   | 27.5                       |
| 5           | 1        | 0              | 6             | 46                      | 69                     | 20                              | 8     | 0                   | 8                   | 13  | 0            | 176   | 18.5                       |
| 2           | 2        | 1              | 3             | 13                      | 12                     | 105                             | 16    | 0                   | 4                   | 6   | 0            | 164   | 17.2                       |
| 0           | 6        | 0              | 5             | 5                       | 15                     | 6                               | 20    | 0                   | 8                   | 4   | 1            | 70    | 7.3                        |
| 0           | 0        | 0              | 1             | 7                       | 2                      | 5                               | 0     | 1                   | 12                  | 7   | 0            | 35    | 3.7                        |
| 0           | 1        | 0              | 2             | 0                       | 1                      | 1                               | 2     | 0                   | 1                   | 4   | 0            | 12    | 1.3                        |
| 0           | 0        | 0              | 0             | 7                       | 0                      | 1                               | 9     | 1                   | 1                   | 1   | 0            | 20    | 2.1                        |
| 0           | 0        | 1              | 1             | 1                       | 2                      | 2                               | 1     | 0                   | 12                  | 16  | 0            | 36    | 3.8                        |
| 0           | 0        | 0              | 0             | 0                       | 0                      | 1                               | 0     | 0                   | 0                   | 0   | 0            | 1     | 0.1                        |
| 19          | 84       | 9              | 133           | 145                     | 205                    | 175                             | 66    | 3                   | 52                  | 62  | 1            | 954** | 100.0                      |
| 2           | 55       | 3              | 29            | 24                      | 43                     | 25                              | 9     | 0                   | 2                   | 7   | 0            | 199   | 20.9                       |
| 6           | 10       | 6              | 12            | 28                      | 53                     | 22                              | 9     | 1                   | 10                  | 8   | 0            | 165   | 17.3                       |
| 7           | 11       | 0              | 14            | 30                      | 42                     | 88                              | 29    | 2                   | 16                  | 25  | 1            | 265   | 27.8                       |
| 1           | 4        | 0              | 12            | 22                      | 22                     | 7                               | 1     | 0                   | 2                   | 5   | 0            | 76    | 8.0                        |
| 2           | 1        | 0              | 54            | 23                      | 11                     | 1                               | 3     | 0                   | 9                   | 4   | 0            | 108   | 11.3                       |
| 1           | 1        | 0              | 10            | 13                      | 5                      | 13                              | 4     | 0                   | 3                   | 0   | 0            | 50    | 5.2                        |
| 0           | 1        | 0              | 1             | 3                       | 22                     | 8                               | 0     | 0                   | 2                   | 3   | 0            | 40    | 4.2                        |
| 0           | 0        | 0              | 1             | 2                       | 2                      | 3                               | 0     | 0                   | 3                   | 6   | 0            | 17    | 1.8                        |
| 0           | 0        | 0              | 0             | 0                       | 0                      | 0                               | 0     | 0                   | 0                   | 0   | 0            | 0     | 0.0                        |
| 0           | 1        | 0              | 0             | 0                       | 5                      | 8                               | 11    | 0                   | 5                   | 4   | 0            | 34    | 3.5                        |
| 19          | 84       | 9              | 133           | 145                     | 205                    | 175                             | 66    | 3                   | 52                  | 62  | 1            | 954** | 100.0                      |
| 2.0         | 8.8      | 0.9            | 13.9          | 15.2                    | 21.5                   | 18.3                            | 6.9   | 0.3                 | 5.5                 | 6.5                                       | 0.1          | 100.0 |                            |



# General topics

## Employment review

The seasonally adjusted unemployment rate increased to 6.3 in July from 6.2 in June, and there was also a slight rise in the seasonally adjusted employment level. The labour force increase of 219,000 between June and July was above average for this period. The number of employed persons increased from 8,581,000 to 8,825,000, an above-average increase. There were higher advances in transportation, communication and other utilities, and in service, but these increases were below average in agriculture. Manufacturing, which usually increases between June and July, showed little change.

There were 543,000 unemployed persons in July compared with 568,000 in June. The unadjusted unemployment rate, representing the actual number of unemployed as a percent of the labour force, was 5.8 in July. Compared with a year ago, the labour force advanced 300,000 (3.3 per cent); employment increased 271,000 (3.2 per cent) and unemployment advanced 29,000.

## Unemployment insurance report

During July, 1972, 17,633 investigations were finalized across Canada. Of these 8,608 were on-premises investigations and 1,948 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,370 formal investigations and 5,707 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,538. Prosecutions were commenced in 108 cases, all against claimants.

## November credits

**Certification before the CLRB**, p. 592, is prepared by the Employee Representation Branch of the Canada Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the function of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour**, p. 595, originates with the Conciliation and Arbitration Branch of the Canada Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** Andrews-Hunt Photography, Ottawa: Cover, p. 573, 576. ILO Photo: p. 565. NFB: p. 571, 578. Studio Impact Photographers, Ottawa: p. 572, 575. Studio Von Dulong, Ottawa: p. 580.

## Correction

An error appeared in the September Labour Gazette's coverage of the Canadian Industrial Relations Research Institute meeting held in Montreal on June 22 and 23. On page 485 reference is made on four separate occasions to the "Pay Review Board." This should have read "Pay Research Bureau."

## Decisions of the Umpire

CUB 3132. The claimant filed an application for benefit, stating that he had been employed for about 13 years as a newspaper compositor, prior to being locked out. His employer reported to the area office of the Commission that the claimant was not separated from his employment, was engaged in a legal strike, and according to the insurance officer's "Submission to the Board of Referees," a labour dispute indeed existed at the premises where the claimant was employed.

The insurance officer notified the claimant that under the provisions of the Act he was disqualified from receiving benefit because he had lost his employment because of a work stoppage owing to a labour dispute "at the factory, workshop or other premises" where he was employed.

In his appeal to the Board of Referees, the claimant declared that he was one of a number of compositors at the newspaper who were locked out by the employer during a labour dispute. The claimant based his appeal on the fact that the employer continued to publish the newspaper without the loss of a single edition, using outside help, while refusing to permit his bona fide employees to do the work.

The representative of the union provided the area office with a list of persons who were in the same category as the claimant. He stated that the claimant's appeal should also apply to those whose names appeared.

The Board's findings were that from the period in question, the newspaper produced one small daily edition instead of two, using help from Canadian affiliates, management personnel, and by doubling these men up or by suspending their usual functions.

The conclusions of the majority Board were:

"... as there was a work stoppage attributable to this labour dispute, the majority of the Board feels that it is bound to follow the decisions of the Umpire in CUBs 1682, 2659 and 2705 where in each case, although pretty well normal production was maintained, a large part of the regular labour force was not working and the arrangements made for continuing production could at best be described as improvisory. The majority of the Board is of the opinion that the efforts made by the newspaper to publish were at best improvisory during the period in question. There is a further question that the Board is called upon to decide, namely whether the ... unions did, in fact, participate in the work stoppage by refusing to work pursuant to a 'struck work' clause in their respective collective agreements with the newspaper.

It is undisputed that representatives of these unions did participate in picketing at the premises throughout the period of the work stoppage. It is the opinion of the Board that this picketing in itself is sufficient to include the members of these unions under section 63(2) (b) of the Unemployment Insurance Act and so to disqualify them from benefits during the period of the work stoppage ... By a majority, the Board decided to uphold the decision of the insurance officer, and to dismiss the appeal.

The dissenting member, in turn, had this to say:

"In my opinion, the work stoppage started and terminated on the day the newspaper brought in outside help ... and they were able to put out a paper 87 per cent of its normal size. Knowing that the newspaper did the same thing in the 1940s and the outside help at that time remained for 15 years or more, I have no reason to believe that this couldn't and wouldn't have been done this time if the paper and the union did not sign an



agreement. I therefore would allow the appeal. I also do not agree that pressmen, mailers and stereotypers lost their employment due to a labour dispute in which they were interested by participation, financing or direct interest. These claimants have a wage agreement which precludes them from having to handle work by non-union members referred to in the submission as 'struck work' clause. These claimants had not taken part in the labour dispute, they had no interest in the negotiations that were going on between the first union and the newspaper; they were not in the same grade or class they were negotiating and did not and would not benefit financially from the settlement of the strike . . . In my opinion, the wage agreement signed by the pressmen, stereotypers and mailers should have been honoured by the Unemployment Insurance Commission and I would therefore allow their appeal."

The union appealed to the Umpire, giving as grounds: "The union does not accept the conclusion that work arrangements were improvisory and unlikely to continue for any length of time. To say that recruiting would have not continued and the staff enlarged from day to day is a conclusion not supported by the previous strike history of this company nor by the pattern set in other newspapers' strikes and lockouts. We also feel that the other crafts, the stereotypers, pressmen and mailers, were victims of a situation over which they had very little control. The struck work clause of their contract protects them against all work 'emanating from or destined to a department of the publisher where a strike or lockout exists'. When they abided by their contract the publisher locked them out."

The union, according to the Umpire, had made two principal submissions. The first was that the work stoppage had ended immediately when the employer was able to find the necessary staff to continue to publish. There was no argument from the union that the strike situation did not have some effect on the size and contents of the newspaper, but the union submitted that the publication of only one issue daily involved almost as much work as the publication of two editions, for the

second is comprised largely of the contents of the first edition. The Union further argued that some employees were laid off because they refused to execute "struck work," and that although they went on the picket line there was no work stoppage in progress at that time and they should not have been disqualified from receiving benefit.

In reply, the Commission stated that reduced publication of the newspaper continued with only one edition daily instead of the normal two editions until the dispute was settled; that the employer succeeded in accomplishing even this limited publication by improvised temporary and abnormal means . . . that there was an appreciable work stoppage normally or habitually carried on; that the representative claimant's loss of work was directly connected with the work stoppage and the labour dispute, and if there had been no labour dispute there would have been no work stoppage or loss of employment; that the claimant had not proven that neither he nor any other member of his grade or class of workers did not participate or were not interested in the dispute; that the claimant and other members of the local were in fact interested in the dispute, as their conditions of employment were subject to negotiations, and they also participated in the dispute by their refusal to perform their normal work and by picketing the premises; that some members of all the unions recognized as bargaining agents for the employees of the paper immediately took part in picketing the premises and thereby identified themselves with the labour dispute and became participants.

The Umpire stated that it was idle to speculate as to when the interim operations would have become permanent employees, if the strike had continued longer than it did.

"I see no sufficient reason to overrule the majority decision of the Board of Referees that there was a loss of work by the represented claimants by reason of a stoppage of work attributable to a labour dispute during the period in question. I am also disposed to agree that the claimants have not shown entitlement to relief from disqualification under the Act. The appeal, as a representative appeal, is therefore dismissed."

## Railway arbitration

Six cases involving railway disputes were presented at a hearing of the Canadian Railway Office of Arbitration in Montreal on Tuesday, July 11, 1972. The arbitrator dismissed five grievances and allowed one.

**Case No. 366:** Dispute between CN and the United Transportation Union over a paragraph in the agreement regarding availability for work.

The grievor, a CN conductor, was not available when the company telephoned to notify him that his regular run would be leaving two hours early. The company, therefore, called in a substitute conductor. The grievor claimed that, although he was not available by phone when the company called, he had stopped by the yard office to check in for work and this constituted being available for work under the terms of the agreement. The arbitrator found that the grievor was available for service within the terms of the agreement, because he had reported for work an hour and five minutes before his normal work time. The grievor was therefore awarded compensation for the earnings lost.

**Case No. 367:** Dispute between CN and the United Transportation Union over an alleged agreement violation regarding vacation pay.

The grievor claimed he was entitled to receive vacation pay based on 8 per cent of his gross wages for the previous year because the agreement stipulated this was the vacation pay allowance for employees on road service. The company claimed the grievor was entitled only to the lower vacation pay rates applicable to yard service

employees because, at the time he became eligible for vacation pay, the grievor was a yard service employee. The arbitrator dismissed the grievance, ruling that at the time of taking his vacation, the grievor was in yard service.

**Case No. 368:** Dispute between CN and the United Transportation Union over an employee's claim for pay while on suspension from the job.

The grievor was suspended from yard work for several days while an investigation was held into some suspected stolen merchandise found in his possession, but no disciplinary marks were assessed against him. He later submitted a pay claim for one day's pay for each 24 hours he was held out of service. The company allowed payment on the basis of actual time lost. The grievor submitted an additional claim for \$210.29, the difference between his claim and the company's payment, but this was refused by the company. The arbitrator ruled that the grievor's claim was for more than his actual loss, and the grievance was therefore dismissed.

**Case No. 369:** Dispute between CP Rail and the Transportation Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over away-from-home allowance.

The grievor was awarded a position as a relief dispatcher-operator. He previously held simultaneously the positions of agent-operator in one town and senior spare dispatcher at another place. Upon receiving the new position, the grievor retained residency in one place and applied for the \$4.00 away-from-home allowance. The company denied the claim, stating that the grievor already held a position that established one town only as his headquarters. The arbitrator agreed with the company and dismissed the grievance.

**Case No. 370:** Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over assignment of overtime.

A driver for CP Express lodged the grievance that he had been by-passed in the offering of an overtime assignment that was rightfully his. The grievor claimed that when the assignment of driving a tractor-trailer came up, the job was first offered to the senior employee in the grievor's category. He refused the job and it was then offered to a qualified person in a lower job cate-



gory who accepted the assignment on an overtime basis. The grievor, who had already left for home, alleged that he should have been offered the assignment before the less qualified employee. The arbitrator ruled that the job was not specifically designated as overtime work, under the conditions of the agreement. The company, therefore, had not discriminated against the grievor but had merely offered the work to an employee then on duty. The grievance was dismissed.

**Case No. 371:** Dispute between Quebec North Shore and Labrador Railway and the Brotherhood of Locomotive Engineers over careless operation of the grievor's train.

The grievor, an engineer, was charged with violating a speed restriction while operating a train. According to the speed recorder tape, the train reached speeds up to

39 mph during the trip on stretches of track where there was a speed restriction of 20 mph. No report of excessive speed was made by the grievor, however, until he was confronted by the foreman with the evidence on the recorder tape. The grievor then blamed the speed on adverse weather conditions and poor equipment. He was dismissed by the company, but he appealed the dismissal in the form of a grievance. The arbitrator noted that no other reports of excessive speed due to weather conditions or poor equipment had been made, nor had the grievor himself made any report of the incident until he had been called by the foreman. It was brought to light also that the grievor had been dismissed once previously for negligent operation, but had been reinstated on a leniency basis. The arbitrator ruled that, because of these reasons, and considering the responsibility of the position, the grievance be dismissed.

## Certification

The Canada Labour Relations Board met for three days during August. It granted eight applications for certification, rejected one and ordered a representation vote in one other application. The Board granted one request to vary a previous Order of Certification, granted, in part, an application for revocation of certification by varying the original Order of Certification and rejected one such application. Ten applications for certification and three requests for review were received during the month.

**Applications for certification granted.** International Longshoremen's Association, Local 1976, was certified as the bargaining agent on behalf of a unit of freight handlers and longshoremen employed by Eastern Offshore Services Limited at Mulgrave, N.S. (LG, June, p. 311).

Canadian Pacific Police Association was certified as the bargaining agent on behalf of two separate units of employees of Canadian Pacific Limited, Montreal, Qué.

One unit comprises sergeants and constables employed throughout Canada in the company's Investigation Department, and the other unit comprises security guards employed in the Investigation Department in Canada and security guards—firemen at the Angus Shops in Montreal, Qué. A number of employees contested the application which concerned the unit of sergeants and constables (LG, July, p. 376).

Public Service Alliance of Canada was certified as the bargaining agent on behalf of a unit of employees of the Iroquois of St. Regis Band Council, Cornwall, Ont. (LG, Aug., p. 439).

International Union of Operating Engineers, Local 115, was certified as the bargaining agent on behalf of a unit of equipment operators and mechanics employed in the Yukon Territory by Perma Construction Ltd., Whitehorse, Y.T. (LG, Aug., p. 439).

Brewery and Soft Drink Workers' Union, Local 300, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, was certified as the bargaining agent on behalf of a unit of drivers and shop employees of Hall Distributors Limited, Kelowna, B.C. (LG, Sept., p. 489).

Public Service Alliance of Canada was certified as the bargaining agent on behalf of a unit of clerical, administrative and operational employees working in Halifax, N.S., and employed by the National Harbours Board (LG, Sept., p. 490).

Amalgamated Transit Union, Local 0591, was certified as the bargaining agent on behalf of a unit of supervisory employees of Outaouais Regional Community Transit Commission, Hull, Qué. (LG, Sept., p. 490).

**Representation vote ordered.** The Board has ordered a representation vote in an application for certification made by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 574, in respect of a unit of employees of Consolidated-Bathurst Limitée, New Richmond, Bonaventure County, Qué., working in its Chaleurs Division at New Richmond, Qué., in the loading and unloading of boats. The Board directed that the name of the applicant, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 574, and the name of the presently certified bargaining agent for the unit of employees, Le Syndicat des Travailleurs Forestiers de l'U.C.C. de Gaspé, appear on the ballot. The vote is being taken by Mr. M. Archambault, Industrial Relations Officer, in the Montreal office of the Canada Department of Labour (LG, Sept., p. 490).

**Application for certification rejected.** Association des employés de la Commission de Transport, applicant, Outaouais Regional Community Transit Commission, Hull, Qué., respondent, and Amalgamated Transit Union, Local 0591, intervener. The Board found that the applicant is not a viable trade union (LG, Sept., p. 490).

**Request for review granted.** The Board directed that a previous Order of Certification issued on June 25, 1953, affecting the Association of Radio and Television Employees of Canada and a unit of employees of Canadian Broadcasting Corporation, Ottawa, Ont., be amended by deleting therefrom the name of the Association of

Radio and Television Employees of Canada and substituting therefor the name of its successor union, the Canadian Union of Public Employees (LG, Oct., p. 543; 1953, p. 1154).

**Requests for review received.** Syndicat National des Employés de Bureau du Port de Montreal (CNTU) is the applicant in a request for review of the Board's Order of Certification of July 17, 1967, certifying it as the bargaining agent of a unit of office and certain other employees employed by the National Harbours Board, at the Port of Montreal (LG 1967, pp. 247, 642).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, is the applicant in a request for review of the Board's Order of Certification dated February 18, 1972, certifying it as the bargaining agent of a unit of drivers, dockmen and helpers employed at the Montreal Terminal of Continental Express Lines Ltd. (formerly M & P Transport Ltd.), Edmonton, Alta. (LG 1970, pp. 309, 371).

Syndicat National des Employés des Farines Phénix Ltée (formerly Syndicat National des Employés des Minoteries Phénix (CSN)) is the applicant in a request for review of the Board's Order of Certification dated May 13, 1968, certifying it as the bargaining agent of a unit of flour mill employees of Les Farines Phénix Limitée (formerly Les Minoteries Phénix Limitée), Montreal Que. (LG 1968, pp. 411, 480).

**Application for revocation of certification granted.** The Board granted in part the application for revocation of certification made by Paul Formby, Jack Taylor, Paul Mitchell, et al., concerning the Board's Order of Certification issued on October 28, 1968, certifying United Steelworkers of America, Local 564 and Local 925, as the bargaining agent of a unit of employees of Cassiar Asbestos Corporation Limited, Toronto, Ont., employed at its Clinton Mine, Clinton Creek, Y.T., and in its Transport Division based at Whitehorse, Y.T. The Board found that the majority of employees at the Clinton Mine, who are represented by Local 564, supported the application, but that the employees in the Transport Division, who are represented by Local 925, did not support it. Accordingly, the Board decided to proceed under section 163(2) of the Canada Labour Code (Part V—Industrial Relations) to vary the Order of Certification by deleting therefrom all reference to Local 564,



Clinton Mine, and the classifications of the employees employed thereat (LG, Aug., p. 438; 1968, p. 342; 1969, p. 32).

**Application for revocation of certification rejected.** The Board directed that the application for revocation of certification affecting Robert L. Rickwood, et al., applicants, Seafarers' International Union of Canada, respondent union, and The Pelee Shipping Company Limited, St. Thomas, Ont., respondent employer, be rejected. In the opinion of the Board, the failure of the applicants to appear at the hearing held by the Board amounted to abandonment of the application (LG, Sept., p. 489; 1971, p. 548).

**Applications for certification received.** Communication Workers of Canada, Local 6, on behalf of a unit of employees of Northern Telephone Limited, New Liskeard, Ont. (Investigating Officer: M. K. Carson).

Seafarers' International Union of Canada on behalf of a unit of employees of Cooperative de Transport Maritime et Aérien, Cap-aux-Meules, Ile-de-la-Madeleine, Qué. (Investigating Officer: S. T. Payne).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Vanmarnel Construction Company Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

International Association of Machinists and Aerospace Workers on behalf of a unit of baggage handlers employed by Wardair Canada Ltd., Edmonton, Alta. (Investigating Officer: G. W. Rogers).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dawson Construction Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Ed's Construction Yukon Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

The Association of Employees of Grey Goose Bus Line Ltd., Thiessen Bus Lines Ltd., and Red River Motor Coach Lines Ltd., on behalf of a unit of maintenance and express employees employed by Grey Goose Bus Lines Ltd., Winnipeg, Man. (Investigating Officer: A. I. Koppel).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Herschel Construction Company Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Karlsen Shipping Co. Ltd., Halifax, N.S., aboard its vessels "Brandal" and "Minna" (Investigating Officer: R. L. Kervin).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of trucking employees employed in the Yukon Territory by Art Smith Construction Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck and equipment operators employed by Don's Backhoe Service, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

General Truck Drivers and Helpers Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Les Reichelt Trucking Ltd., Sardis, B.C. (Investigating Officer: G. W. Rogers).

# Conciliation

During August the Minister of Labour appointed conciliation officers to deal with the following disputes:

Bank Truck Transport Limited, Rexdale, Ont., and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local Unions 38, 91, 106 and 880 (Conciliation Officer: H. A. Fisher).

Télécablé de Québec Inc., Québec, Qué., and Canadian Union of Public Employees (representing salesmen) (Conciliation Officer: G. R. Doucet).

Télécablé de Québec Inc., Québec, Qué., and Canadian Union of Public Employees (representing operating employees) (Conciliation Officer: G. R. Doucet).

A. V. Carlson Construction Ltd., Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America, Local 1325 (representing a unit of carpenters employed in the District of MacKenzie in the Northwest Territories) (Conciliation Officer: George W. Rogers).

Bird Construction Co. Ltd., Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America, Local 1325 (representing a unit of carpenters employed in the District of MacKenzie in the Northwest Territories) (Conciliation Officer: George W. Rogers).

**Settlements by conciliation officers.** Larivière Transport Limited, Montebello, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Oct., p. 545).

Alberta Wheat Pool, Vancouver B.C., and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing office employees) (Conciliation Officer: D. H. Cameron) (LG, Sept., p. 491).

Cal-Van-Canus Catering Services Limited, Pine Point, N.W.T., and Hotel and Restaurant Employees and Bartenders Union, Local 579 (Conciliation Officer: George W. Rogers) (LG, Sept., p. 491).

**Conciliation board appointed.** Lakehead Harbour Commission, Thunder Bay, Ont., and Lakehead Harbour Police Association (LG, July, p. 377).

**Conciliation boards fully constituted.** The Board of Conciliation and Investigation established to deal with a dispute between Kent Line Limited, Saint John, N.B., and Seafarers' International Union of Canada (LG, Oct., p. 545) was fully constituted with the appointment of Lorne O. Clarke of Truro as chairman. Mr. Clarke was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Arthur J. Meagher, Q.C., Halifax and union nominee Bernard Boulanger, Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Midland Superior Express Limited, Calgary, Alta., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local Unions 362 and 979 (LG, Sept., p. 493) was fully constituted with the appoint-



ment of D. C. McDonald of Edmonton as chairman. Mr. McDonald was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Thomas A. Johnstone, West Vancouver and union nominee Lyle Tackaberry, Calgary.

The Board of Conciliation and Investigation established to deal with a dispute between National Harbours Board, Port of Montréal, and Seafarers' International Union of Canada (LG, Sept., p. 493) was fully constituted with the appointment of Roland Tremblay of St-Jean, Qué. as chairman. Mr. Tremblay was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Robert Hénault and union nominee Bernard Boulanger, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Hudson-Yukon Mining Co. Limited (employees in the Yukon Territory) and Tunnel and Rock Workers' Local 168, Labourers' International Union of North America (LG, Sept., p. 493) was fully constituted with the appointment of Prof. Joseph C. Smith of Vancouver as chairman. Prof. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. B. Monk, Q.C., Winnipeg and union nominee Angus Cameron, Vancouver.

The Board of Conciliation and Investigation established to deal with a dispute between Transair Limited, Winnipeg International Airport and Canadian Air Line Flight Attendants' Association (LG, Sept., p. 493) was fully constituted with the appointment of Roy A. Gallagher, Q.C. of Winnipeg as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee W. R. DeGraves, Q.C., and union nominee E. Shewchuck, both of Winnipeg.

The Board of Conciliation and Investigation established to deal with a dispute between MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local 362 (LG, Oct., p. 546) was fully constituted with the appointment of T. H. Miller of Edmonton as chairman. Mr. Miller was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Roy William Johns, Lloydminster and union nominee Lawrence LeClair, Edmonton.

**Conciliation board reports received.** British Columbia Maritime Employers' Association, and International Longshoremen's and Warehousemen's Union - Canadian Area (LG, Oct., p. 546). (Full text appears in Supplement No. 5, 1972).

United Grain Growers Limited; Saskatchewan Wheat Pool; Alberta Wheat Pool; Burrard Terminals Limited; Pacific Elevators Limited, Vancouver, B.C., and Grain Workers Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (LG, July, p. 379). (Full text appears in Supplement No. 5, 1972).

Canada Steamship Lines Limited, Montréal, Qué., and Brotherhood of Railway, Airline and Steamship Clerks Freight Handlers, Express and Station Employees (LG, Oct., p. 546). (Full text appears in Supplement No. 5, 1972).

**Settlement reached after conciliation board procedure** Boyd's Express Ltd.; Central Truck Lines Ltd., and St John's Iberville Transport, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Oct., p. 546).

**Dispute in which conciliation board not appointed.** Kordyban Transport Ltd., Edmonton, Alta., and General Teamsters, Local 362 (LG, Sept., p. 491).

**Strike action.** British Columbia Maritime Employers Association, and International Longshoremen's and Warehousemen's Union - Canadian Area (strike commenced August 7 at Port of Vancouver and other ports shut down August 23) (Parliament reconvened on August 31 and passed special legislation returning employees back to work) (see above).

Canadian Transit Company, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (strike commenced August 28) (LG, Oct., p. 546).

## Publications in the library

### List No. 283

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the numeral of the item and the month listed when requesting loans.

#### Cape Breton Island

**No. 1—People's History.** The people's history of Cape Breton. Halifax, 1971. 47 p. Concerns labour conditions on Cape Breton Island.

#### Civil Service

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# labour statistics

| Principal Items   | Date             | Amount    | Percentage Change from |               |
|---|------------------|-----------|------------------------|---------------|
|   |                  |           | Previous Month         | Previous Year |
| (in thousands)  |                  |           |                        |               |
| TOTAL CIVILIAN LABOUR FORCE*                                      |                  |           |                        |               |
| Week ended August 19, 1972  |                  | 9,274     | — 1.0                  | + 3.4         |
| Employed .....  | August           | 8,771     | — 0.6                  | + 3.0         |
| Agriculture .....   | "                | 570       | — 0.2                  | — 8.4         |
| Non-agriculture .....   | "                | 8,201     | — 0.6                  | + 3.9         |
| Paid workers .....  | "                | 7,687     | — 0.5                  | + 4.0         |
| At work 35 hours or more .....                                    | "                | 6,416     | + 9.2                  | + 1.3         |
| At work less than 35 hours .....                                  | "                | 1,053     | + 1.3                  | — 2.5         |
| Employed but not at work .....                                    | "                | 1,302     | — 31.8                 | + 17.6        |
| Unemployed .....  | "                | 503       | — 7.4                  | + 10.5        |
| Atlantic .....  | "                | 52        | — 8.8                  | + 10.6        |
| Québec .....  | "                | 187       | — 5.6                  | + 12.7        |
| Ontario .....   | "                | 146       | — 9.3                  | + 4.3         |
| Prairie .....   | "                | 56        | — 3.4                  | + 9.8         |
| British Columbia .....  | "                | 62        | — 10.1                 | + 21.6        |
| Without work and seeking work .....                               | "                | 482       | — 7.7                  | + 10.3        |
| On temporary layoff up to 30 days .....                           | "                | 21        | —                      | + 16.7        |
| INDUSTRIAL EMPLOYMENT (1961 = 100)† .....                         | May              | 130.5     | + 2.6                  | + 1.6         |
| Manufacturing employment (1961 = 100)† .....                      | "                | 124.6     | + 2.0                  | + 1.6         |
| IMMIGRATION .....   | 1st 6 mths. 1972 | 54,313    | —                      | — 8.2         |
| Destined to the labour force .....                                | "                | 27,113    | —                      | — 12.3        |
| STRIKES AND LOCKOUTS  |                  |           |                        |               |
| Strikes and lockouts .....  | July             | 106       | — 9.4                  | — 7.0         |
| No. of workers involved .....                                     | "                | 92,102    | — 22.3                 | + 137.4       |
| Duration in man days .....  | "                | 1,162,030 | — 3.9                  | + 255.7       |
| EARNINGS AND INCOME   |                  |           |                        |               |
| Average weekly wages and salaries (ind. comp.)† .....             | May              | 147.29    | — 0.3                  | + 8.4         |
| Average hourly earnings (mfg.)† .....                             | "                | 3.51      | + 0.3                  | + 7.3         |
| Average weekly hours paid† .....                                  | "                | 39.8      | — 1.2                  | + 0.8         |
| Consumer price index (1961 = 100) .....                           | "                | 135.5     | — 1.1                  | + 3.8         |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)‡ ..... | "                | 5.5       | — 1.1                  | + 3.8         |
| Total labour income (millions of dollars)† .....                  | "                | 4,719.0   | + 3.4                  | + 9.5         |
| INDUSTRIAL PRODUCTION†  |                  |           |                        |               |
| Total (average 1961 = 100) .....                                  | July             | 193.9     | — 0.1                  | + 6.2         |
| Manufacturing .....   | "                | 191.6     | + 0.4                  | + 7.2         |
| Durables .....  | "                | 218.6     | + 1.8                  | + 8.6         |
| Non-durables .....  | "                | 170.3     | — 0.9                  | + 5.9         |
| NEW RESIDENTIAL CONSTRUCTION**                                    |                  |           |                        |               |
| Starts .....  | July             | 19,635    | — 10.3                 | —             |
| Completions .....   | "                | 13,225    | — 23.1                 | —             |
| Under construction .....  | "                | 159,583   | + 4.2                  | —             |

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

\*\* Centres of 10,000 population or more.



# Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

## Strikes and Lockouts, 1967-1972

| Month or Year       | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year |                  |                      |                                    |
|---------------------|---|--|------------------|----------------------|------------------------------------|
|                     |   | Strikes and Lockout                                    | Workers Involved | Duration in Man-Days | Per Cent of Estimated Working Time |
| 1967.....           | 498   | 522  | 252,018          | 3,974,760            | 0.                                 |
| 1968.....           | 559   | 582  | 223,562          | 5,032,730            | 0.                                 |
| 1969.....           | 566   | 595  | 306,799          | 7,751,880            | 0.                                 |
| 1970.....           | 503   | 542  | 261,706          | 6,539,560            | 0.                                 |
| † 1971.....         | 547   | 569  | 239,631          | 2,866,590            | 0.                                 |
| † 1971—July.....    | 48  | 114  | 38,790           | 326,680              | 0.                                 |
| August.....         | 63  | 126  | 28,767           | 369,510              | 0.                                 |
| September.....      | 40  | 118  | 28,021           | 286,600              | 0.                                 |
| October.....        | 38  | 101  | 36,673           | 316,470              | 0.                                 |
| November.....       | 46  | 94   | 20,240           | 232,810              | 0.                                 |
| December.....       | 27  | 81   | 14,171           | 152,590              | 0.                                 |
| † 1972—January..... | 39  | 80   | 16,967           | 133,640              | 0.                                 |
| February.....       | 35  | 78   | 28,153           | 239,330              | 0.                                 |
| March.....          | 40  | 89   | 231,680          | 370,120              | 0.                                 |
| *April.....         | 38  | 94   | 232,706          | 1,812,570            | 1.                                 |
| *May.....           | 50  | 107  | 62,198           | 1,026,810            | 0.                                 |
| *June.....          | 55  | 117  | 118,587          | 1,209,780            | 0.                                 |
| *July.....          | 36  | 106  | 92,102           | 1,162,030            | 0.                                 |

\* Preliminary. † Revised

## Strikes and Lockouts, July, 1972, by Industry, (Preliminary)

| Industry                          | Number Beginning During Month | In Effect During Month |                  |           |
|-----------------------------------|-------------------------------|------------------------|------------------|-----------|
|                                   |                               | Strikes and Lockouts   | Workers Involved | Man-Days  |
| Forestry.....                     | —                             | 1                      | 800              | 16,000    |
| Mines.....                        | 4                             | 10                     | 9,965            | 157,710   |
| Manufacturing.....                | 19                            | 56                     | 46,466           | 508,550   |
| Construction.....                 | 7                             | 12                     | 17,603           | 213,670   |
| Transportation and utilities..... | 1                             | 7                      | 15,620           | 243,900   |
| Trade.....                        | 1                             | 8                      | 476              | 7,190     |
| Finance.....                      | —                             | —                      | —                | —         |
| Service.....                      | 3                             | 9                      | 1,144            | 14,820    |
| Public administration.....        | 1                             | 3                      | 28               | 190       |
| ALL INDUSTRIES.....               | 36                            | 106                    | 92,102           | 1,162,030 |

## Strikes and Lockouts, July, 1972, by Jurisdiction (Preliminary)

| Jurisdiction              | Number Beginning During Month | In Effect During Month |                  |           |
|---------------------------|-------------------------------|------------------------|------------------|-----------|
|                           |                               | Strikes and Lockouts   | Workers Involved | Man-Days  |
| Newfoundland.....         | 3                             | 6                      | 4,299            | 68,680    |
| Prince Edward Island..... | —                             | —                      | —                | —         |
| Nova Scotia.....          | 1                             | 4                      | 240              | 2,290     |
| New Brunswick.....        | 1                             | 1                      | 294              | 5,290     |
| Québec.....               | 7                             | 29                     | 6,055            | 104,950   |
| Ontario.....              | 18                            | 35                     | 26,257           | 367,270   |
| Manitoba.....             | 1                             | 4                      | 638              | 12,530    |
| Saskatchewan.....         | —                             | 6                      | 1,631            | 25,880    |
| Alberta.....              | —                             | 1                      | 125              | 1,750     |
| British Columbia.....     | 4                             | 17                     | 49,223           | 556,470   |
| Federal.....              | 1                             | 3                      | 3,340            | 16,920    |
| ALL JURISDICTION.....     | 55                            | 106                    | 92,102           | 1,162,030 |

# Strikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)

| Industry  | Employer                                    | Union | Workers Involved | Duration in Man-Days |                | Starting Date    | Major Issues   |
|---|---|-------|------------------|----------------------|----------------|------------------|--|
|   |   |       |                  | July                 | Accumulated    | Termination Date |  |
| Location  |   |       |                  |                      |                |                  | Results  |
| <b>Forestry</b>                                       |   |       |                  |                      |                |                  |  |
| Forest Industrial Relations, Coast-wide, B.C.         | Woodworkers (AFL-CIO/CLC)                   | 800   | 16,000           | 56,400               | Apr. 17 —      |                  | Workers want to equalize earnings in all camps—  |
| <b>Mines</b>  |   |       |                  |                      |                |                  |  |
| <b>METAL</b>  |   |       |                  |                      |                |                  |  |
| Québec Iron & Titanium Corp., Havre St. Pierre, Qué.  | Steelworkers Loc. 4466 (AFL-CIO/CLC)        | 250   | 1,750            | 8,000                | May 29 July 12 |                  | Wages, working conditions—\$1.30 an hr. wage increase; isolation and remote area premiums, 3 weeks vacation after 1 year, 4 weeks after 5 years, 5 weeks after 15 years. |
| Iron Ore Co. of Canada, Labrador City, Nfld.          | Steelworkers Loc. 5795 & 6731 (AFL-CIO/CLC) | 2,085 | 43,790           | 66,730               | June 16        |                  | Wages, other benefits—   |
| Iron Ore Co. of Canada, Schefferville, Qué.           | Steelworkers Loc. 5567 (AFL-CIO/CLC)        | 850   | 17,850           | 26,350               | June 17 —      |                  | Wages, working conditions, pension plan—   |
| Québec Cartier Mining, Gagnon and Port Cartier, Qué.  | Steelworkers Loc. 5778 (AFL-CIO/CLC)        | 1,250 | 26,250           | 37,500               | June 20 —      |                  | Wages, working conditions, pension plan—   |
| Lornex Mining Corp., Highland Valley, B.C.            | Steelworkers Loc. 7619 (AFL-CIO/CLC)        | 400   | 8,000            | 8,000                | July 3 —       |                  | Hours of work—   |
| Heath Steele Mines Ltd., Little River, N.B.           | Steelworkers Loc. 5319 (AFL-CIO/CLC)        | 294   | 5,290            | 5,290                | July 6 —       |                  | Wages—   |
| Wabush Mines, Wabush, Nfld.                           | Steelworkers Loc. 6285 (AFL-CIO/CLC)        | 592   | 10,570           | 10,570               | July 7 —       |                  | Wages, job classifications—  |
| Cominco Ltd., Trail, Kimberley and Benson, Lake, B.C. | Steelworkers various locals (AFL-CIO/CLC)   | 4,000 | 40,000           | 40,000               | July 8 July 24 |                  | Wages, fringe benefits—First year wage increase ranged 35¢-40¢ per hr., second year 25¢-35¢ per hr.; other improved benefits.  |
| <b>NON-METAL</b>                                      |   |       |                  |                      |                |                  |  |
| Cominco Potash, Vanscoy, Sask.                        | Steelworkers Loc. 7552 (AFL-CIO/CLC)        | 202   | 4,040            | 9,290                | May 26 July 31 |                  | Alleged breakdown in negotiations—25¢ per hr. increase across the board, shift differential increases.   |
| <b>Manufacturing</b>                                  |   |       |                  |                      |                |                  |  |
| <b>FOOD AND BEVERAGES</b>                             |   |       |                  |                      |                |                  |  |
| Dare Food (Biscuit Division) Ltd., Kitchener, Ont.    | Brewery Workers Loc. 173 (AFL-CIO/CLC)      | 380   | 7,200            | 17,290               | May 26 —       |                  | Wages, hours—  |



# **Strikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)**

| Industry   | Employer  | Union  | Workers<br>Involved | Duration in<br>Man-Days | Starting<br>Date    | Major Issues   |
|--|---|--------|---------------------|-------------------------|---------------------|--|
| Location   |   |        | July                | Accu-<br>mulated        | Termination<br>Date | Results  |
| Bonavista Cold<br>Storage Ltd.,<br>Bonavista, Nfld.  | Food Workers<br>Loc. 1523<br>(AFL-CIO/CLC)                  | 357    | 7,740               | 13,390                  | June 9              | Wages, hours, overtime pay,<br>paid holidays—  |
| General Foods Ltd.,<br>Cobourg, Ont.   | Food Workers<br>Loc. P1230<br>(AFL-CIO/CLC)                 | 800    | 16,000              | 22,400                  | June 21             | Wages—   |
| Québec Poultry Co.<br>Ltd.,<br>Saint-Jean-Baptiste<br>de Rouville, Qué.                                | Commerce<br>Employees<br>(CNTU)                             | 450    | 6,300               | 6,300                   | July 4<br>July 24   | Wages, hours, the right to re-<br>fuse work on weekends—Wage<br>increases, other improvements.   |
| TEXTILES   |   |        |                     |                         |                     |  |
| Brinton Carpets,<br>Lindsay, Ont.  | Textile Workers'<br>Union<br>Loc. 1381<br>(AFL-CIO/CLC)     | 264    | 3,170               | 3,170                   | July 14             | Wages—   |
| WOOD   |   |        |                     |                         |                     |  |
| Fourteen firms wood<br>industry,<br>Québec, Qué.   | Building and<br>Woodworkers'<br>Federation<br>(CNTU)        | 300    | 6,300               | 12,300                  | June 5              | Wages, vacations, holidays—  |
| Forest Industrial<br>Relations,<br>Various locations,<br>British Columbia                              | Woodworkers<br>various locals<br>(AFL-CIO/CLC)              | 28,000 | 280,000             | 616,000                 | June 15<br>July 17  | Wages other benefits—73¢ an hr.<br>wage increase over a 2-yr. period   |
| Weyerhaeuser Canada<br>Ltd. & Balco Forest<br>Products,<br>Vavenby, Kamloops and<br>Hefley Creek, B.C. | Woodworkers<br>Loc. 1-417<br>(AFL-CIO/CLC)                  | 720    | 2,040               | 2,040                   | July 7<br>July 12   | Wages, working conditions<br>other matters—Return of workers   |
| Interior Forest<br>Labour Relations<br>Assoc.,<br>Southern interior, B.C.                              | Woodworkers<br>various locals<br>(AFL-CIO/CLC)              | 6,317  | 44,220              | 44,220                  | July 13<br>July 22  | Wages, hours, 7-day operations<br>Wage increases in a 2-yr. agree-<br>ment.  |
| FURNITURE AND FIXTURES   |   |        |                     |                         |                     |  |
| Sunar Industries,<br>Montreal, Qué.  | Building and<br>Woodworkers'<br>Federation<br>(CNTU)        | 150    | 2,400               | 5,100                   | June 7<br>July 24   | Not reported—Not reported.   |
| PAPER  |   |        |                     |                         |                     |  |
| Prince Albert Pulp<br>Company,<br>Prince Albert, Sask.   | Pulp and Paper<br>Mill Workers<br>Loc. 403<br>(AFL-CIO/CLC) | 326    | 3,260               | 5,540                   | June 22<br>July 17  | Wages, other matter—Approx-<br>imately 10% wage increase<br>across the board.  |
| PRINTING AND PUBLISHING  |   |        |                     |                         |                     |  |
| The Regina Employing<br>Printers Association,<br>Regina, Sask.   | Various unions  | 130    | 1,170               | 5,590                   | May 15<br>July 17   | Wages—19.8% wage increase to<br>Feb. 14, 1974 for journeymen;<br>30% wage increase to Feb. 14,<br>1974 for journeymen; 4 week<br>vacation after 22 years as of Feb.<br>14, 1973, other improvements. |

# **rikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)**

| Industry  | Employer   | Union | Workers<br>Involved | Duration in<br>Man-Days |                  | Starting<br>Date    | Major Issues  |
|---|--|-------|---------------------|-------------------------|------------------|---------------------|---|
|   |  |       |                     | July                    | Accu-<br>mulated | Termination<br>Date |   |
| Location  |  |       |                     |                         |                  |                     | Results   |
| <b>PRIMARY METALS</b>                                       |  |       |                     |                         |                  |                     |   |
| Canadian Reynolds<br>Metals Ltd.,<br>Baie Comeau, Qué.      | Metallurgists<br>Miners and<br>Chemical Workers<br>Federation (CNTU) |       | 960                 | 20,160                  | 24,960           | June 23             | Wages, isolation pay—   |
| Ontario Malleable<br>Iron Co. Ltd.,<br>Oshawa, Ont.         | Steelworkers<br>Loc. 1500<br>(AFL-CIO/CLC)                           |       | 100                 | 150                     | 150              | July 17<br>July 18  | Alleged disciplinary action<br>against one moulder employee—<br>Return of workers when the<br>union accepted the Company's<br>disciplinary directive. |
| <b>METAL FABRICATING</b>                                    |  |       |                     |                         |                  |                     |   |
| Schlage Lock. Co. of<br>Canada Ltd.,<br>Vancouver, B.C.     | Machinists<br>Loc. 692<br>(AFL-CIO/CLC)                              |       | 126                 | 2,650                   | 5,920            | May 28<br>—         | Not reported—   |
| Manitoba Bridge and<br>Engineering Works,<br>Winnipeg, Man. | Steelworkers<br>Loc. 4087<br>(AFL-CIO/CLC)                           |       | 275                 | 5,500                   | 11,550           | June 1              | Wages, hours, fringe benefits—  |
| Dominion Bridge<br>Co. Ltd.,<br>Winnipeg, Man.              | Steelworkers<br>Loc. 4095<br>(AFL-CIO/CLC)                           |       | 283                 | 5,660                   | 7,080            | June 26<br>—        | Wages, fringe benefits—   |
| Westeel-Rosco Ltd.,<br>Metro Toronto, Ont.                  | Steelworkers<br>(AFL-CIO/CLC)  |       | 250                 | 4,000                   | 4,000            | July 7<br>July 28   | Not reported—Not reported.  |
| Niagara Wire Weaving<br>Co. Limited,<br>Niagara Falls, Ont. | Steelworkers<br>Loc. 4528<br>(AFL-CIO/CLC)                           |       | 141                 | 350                     | 350              | July 17<br>July 20  | Delayed negotiations in a new<br>contract—Return of workers.  |
| Locweld & Forge<br>Products Ltd.,<br>Montreal, Qué.         | Steelworkers<br>Loc. 2366<br>(AFL-CIO/CLC)                           |       | 320                 | 1,600                   | 1,600            | July 25<br>—        | Not reported—   |
| <b>MACHINERY</b>  |  |       |                     |                         |                  |                     |   |
| C-E Natco Limited,<br>Calgary, Alta.                        | Boilermakers<br>Loc. 392<br>(AFL-CIO/CLC)                            |       | 125                 | 1,750                   | 2,750            | June 21<br>July 24  | Wages, length of contract—Not<br>reported.  |
| Cooper Bessemer of<br>Canada Ltd.,<br>Stratford, Ont.       | Machinists<br>Loc. 103<br>(AFL-CIO/CLC)                              |       | 175                 | 3,100                   | 3,100            | July 5<br>July 31   | Wages—25¢ an hr. increase retro-<br>active Apr. 16, 1972, 10¢<br>Jan. 1, 1973, 20¢ Apr. 1973, 20¢<br>Apr. 1974; other improved<br>benefits.           |
| <b>TRANSPORTATION<br/>EQUIPMENT</b>                         |  |       |                     |                         |                  |                     |   |
| De Havilland Aircraft<br>of Canada Ltd.,<br>Downsview, Ont. | Auto Workers<br>Loc. 112<br>(CLC)                                    |       | 911                 | 18,220                  | 122,980          | Jan. 20<br>—        | Wages, other matters—   |
| Gidon Industries Ltd.,<br>Rexdale, Ont.                     | Steelworkers<br>Loc. 5482<br>(AFL-CIO/CLC)                           |       | 232                 | 3,480                   | 19,250           | Mar. 27<br>July 24  | Wages, vacation, seniority,<br>other improvements—Wage in-<br>creases, other benefits.  |
| Lanark Manufacturing<br>Company,<br>Dunnville, Ont.         | Auto Workers<br>Loc. 1383<br>(CLC)                                   |       | 710                 | 14,200                  | 29,110           | June 2<br>July 27   | Breakdown in negotiations—38¢<br>an hr. wage increase over 3-yr.<br>contract.   |
| Fabtech Division<br>Bundy of Canada,<br>Hespeler, Ont.      | Auto Workers<br>Loc. 1352<br>(CLC)                                   |       | 225                 | 2,930                   | 2,930            | July 5<br>July 24   | Wages—60¢ an hr. wage increase,<br>21¢ an hr. cost of living bonus<br>over a 3-yr. period.  |



# **Strikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)**

| Industry   |  |                     | Duration in<br>Man-Days |                  | Starting<br>Date    | Major Issues<br><br>Results   |
|--|--|---------------------|-------------------------|------------------|---------------------|---|
| Employer   |  | Workers<br>Involved |                         | Accu-<br>mulated | Termination<br>Date |   |
| Location   | Union  | July                |                         |                  |                     |   |
| Gould Manufacturing<br>of Canada Ltd.,<br>St. Thomas, Ont.   | Machinists<br>Loc. 1975<br>(AFL-CIO/CLC)                                 | 500                 | 500                     | 500              | July 29<br>—        | Wages, fringe benefits—   |
| <b>ELECTRICAL PRODUCTS</b>   |  |                     |                         |                  |                     |   |
| G.T.E. Lenkurt<br>Electric Canada Ltd.,<br>Burnaby, B.C.   | I.B.E.W.<br>Loc. 264<br>(AFL-CIO/CLC)                                    | 334                 | 1,670                   | 13,030           | May 15<br>July 8    | Wages, other benefits—19.9%<br>wage increase, other improv-<br>benefits.                                    |
| General Freezer Ltd.,<br>Woodbridge, Ont.  | Steelworkers<br>(AFL-CIO/CLC)  | 120                 | 960                     | 960              | July 5<br>July 17   | Not reported—Not reported.  |
| <b>NON-METALLIC MINERAL<br/>PRODUCTS</b>   |  |                     |                         |                  |                     |   |
| Domtar Construction<br>Materials Ltd.,<br>Delson, Qué.   | Chemical Workers<br>Loc. 602<br>(CLC)                                    | 100                 | 2,100                   | 6,500            | Apr. 29<br>—        | Wages, management rights, oth-<br>matters—  |
| Cegelec Industrie<br>Inc.,<br>La Prairie, Qué.   | Metallurgists'<br>Miners and<br>Chemical Workers<br>Federation<br>(CNTU) | 170                 | 3,570                   | 9,860            | May 10<br>—         | Delayed negotiations in a ne-<br>contract—  |
| Pilkington Brothers<br>Canada Ltd.,<br>Scarborough, Ont.   | Glass and<br>Ceramic Workers<br>Loc. 295<br>(AFL-CIO/CLC)                | 685                 | 13,700                  | 23,980           | June 12<br>—        | Seniority, sick pay—  |
| Exolon Company of<br>Canada,<br>Thorold, Ont.  | Chemical Workers<br>Loc. 582<br>(CLC)                                    | 169                 | 340                     | 340              | July 20<br>July 21  | Alleged grievances—Return<br>workers  |
| <b>CHEMICAL PRODUCTS</b>   |  |                     |                         |                  |                     |   |
| DuPont of Canada Ltd.,<br>Maitland, Ont.   | Chemical Workers<br>Loc. 536<br>(CLC)                                    | 535                 | 10,700                  | 34,240           | May 1<br>—          | Wages—  |
| <b>Construction</b>  |  |                     |                         |                  |                     |   |
| Construction Labour<br>Relations Assoc.,<br>Province-wide, B.C.  | Various Building<br>Trade Unions   | 8,500               | 161,500                 | 985,000          | Apr. 28<br>July 31  | Wages—Wage increase of \$1.06<br>per hr. varying base rates accor-<br>ding to trade; other<br>improvements. |
| The Saskatchewan<br>Construction<br>Association Labour<br>Relations Council.<br>Various locations,<br>Saskatchewan | Bricklayers<br>Loc. 1<br>(AFL-CIO/CLC)                                   | 450                 | 9,450                   | 20,480           | May 29<br>—         | Wages—  |
| Saskatchewan<br>Construction<br>Association,<br>Saskatoon, Sask.   | Labourers<br>Loc. 890<br>(AFL-CIO/CLC)                                   | 500                 | 7,500                   | 10,500           | June 23<br>July 25  | Wages—Wage increases, other<br>improvements.  |

# Strikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)

| Industry  | Employer | Union                             | Workers Involved | Duration in Man-Days |             | Starting Date      | Major Issues  |
|---|----------|-----------------------------------|------------------|----------------------|-------------|--------------------|---|
|   |          |                                   |                  | July                 | Accumulated | Termination Date   |   |
| Toronto Construction Association (Representing 125 contractors) Metro Toronto, Ont. |          | Carpenters (AFL-CIO/CLC)          | 4,000            | 20,000               | 20,000      | July 17<br>July 24 | Hours of work—Wage increase over 3-yr. agreement; improved fringe benefits, reduction in hours from 40 to 37½ May 1973. |
| Procon (Great Britain) Ltd., Come by Chance, Nfld.                                  |          | Various unions                    | 1,100            | 4,950                | 4,950       | July 19<br>July 26 | Alleged dispute over firing of 40 workers—Return of workers.  |
| Toronto Construction Association, Metro Toronto, Ont.                               |          | Labourers Loc. 506 (AFL-CIO/CLC)  | 1,000            | 6,000                | 6,000       | July 24            | Wages, other benefits—  |
| Kingston Construction Association, Kingston area, Ont.                              |          | Labourers Loc. 247 (AFL-CIO/CLC)  | 103              | 620                  | 620         | July 24<br>—       | Wages—  |
| Sault Ste. Marie Builders Exchange Sault Ste. Marie, Ont.                           |          | Labourers Loc. 1036 (AFL-CIO/CLC) | 300              | 900                  | 900         | July 27            | Wages, vacation pay—  |
| Masonry Contractors Association of Toronto, Metro Toronto, Ont.                     |          | Bricklayers (AFL-CIO/CLC)         | 1,500            | 1,500                | 1,500       | July 31<br>—       | Wages, fringe benefits—   |

## Transportation and Utilities

### TRANSPORTATION

|   |   |       |        |         |                    |   |
|---|---|-------|--------|---------|--------------------|---|
| *Maritime Employers Assoc., Montreal, Trois Rivières, & Québec City, Qué. | I.L.A. Locs. 375, 1846 & 1739 (AFL-CIO/CLC) | 3,275 | 16,380 | 127,850 | May 12<br>July 10  | Interpretation of new contract regarding size of gangs—Return of workers when Parliament legislated back-to-work order. |
| Metropolitan Provincial (1967) Inc., Montreal, Qué.                       | Public Service Employees' Federation (CNTU) | 200   | 1,430  | 2,030   | June 28<br>July 11 | Alleged failure to honour contract—Return of workers, following intervention of the mediator                            |

### POWER, GAS AND WATER

|  |                                  |        |         |         |              |  |
|--|----------------------------------|--------|---------|---------|--------------|--|
| Ontario Hydro, (Rotating), Province-wide, Ont. | Public Employees Loc. 1000 (CLC) | 12,000 | 223,790 | 242,790 | June 25<br>— | Wages, job security, working conditions— |
|--|----------------------------------|--------|---------|---------|--------------|--|



# **Strikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)**

| Industry                                      |  |                     | Duration in<br>Man-Days |                  | Starting<br>Date    | Major Issues   |
|---|--|---------------------|-------------------------|------------------|---------------------|--|
| Employer                                      |  | Workers<br>Involved | July                    | Accu-<br>mulated | Termination<br>Date | Results  |
| Location                                      | Union                                      |                     |                         |                  |                     |  |
| Trade   |  |                     |                         |                  |                     |  |
| Paquet Inc.,<br>Québec, Qué.                  | Retail Clerks<br>Loc. 500<br>(AFL-CIO/CLC) | 200                 | 3,600                   | 3,600            | July 6<br>—         | Wages, security of employment—   |
| Service                                       |  |                     |                         |                  |                     |  |
| HEALTH AND WELFARE                            |  |                     |                         |                  |                     |  |
| St. Rita Hospital,<br>Sydney, N.S.            | Registered<br>Nurses Staff<br>Association  | 183                 | 1,830                   | 4,050            | June 15<br>July 14  | Changes in wage classification<br>schedule—Return of nurses when<br>agreement reached. |
| Toronto Western<br>Hospital,<br>Toronto, Ont. | Canadian Union<br>of General<br>Employees  | 675                 | 9,640                   | 9,640            | July 12<br>—        | Job classification, sick leave<br>hours—   |
| SERVICES TO BUSINESS                          |  |                     |                         |                  |                     |  |
| Brink's Canada,<br>Toronto, Ont.              | Teamsters<br>Loc. 419<br>(Ind.)            | 120                 | 1,080                   | 3,000            | June 9<br>July 17   | Not reported—Not reported.   |

\*Federal jurisdiction.

December 1972

# The Labour Gazette





Once inflationary pressures are entrenched in the economy, attempts to remove them by deliberately creating slackness and unemployment no longer work. And putting controls on single sectors of the economy is of doubtful value, although it is often said that controls are the answer to rapidly rising prices and incomes in the construction sector. See, *Inflation and the Construction Industry*, p. 616.



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**Labour  
Canada**

**Travail  
Canada**

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## News briefs

■ Federal and provincial governments have agreed to ratify an ILO convention endorsing equal pay for men and women workers doing work of equal value. The convention, promoting the principle that there shall be no discrimination on the basis of sex, is being prepared and is present for ratification by the External Affairs Department.

The principle of equal pay for equal work was established in federal legislation in 1956 through enactment of the Female Employees Equal Pay Act, and was replaced in 1971 by stronger provision in Part III of the Canada Labour Code. All provinces have also met the principles of the convention in legislation they have passed.

■ There is a better than 50 per cent chance of sizeable dishonesty in any firm in the United States right now and a 75 per cent chance of harmful malpractice. Norman Jaspan, President of Norman Jaspan Associates, Incorporated, Management Engineers, addressing the crime-in-industry seminar sponsored by the Ontario Police Commission, pointed out that "employees steal more than two billion dollars a year in cash and merchandise, with a substantial amount attributable to supervisory and executive personnel."

Dishonesty in business has become a well-paying, low-risk, tax-free enterprise. "It constitutes the biggest drain on industry's profits, and it means higher prices for you and me," he contended. "The breakdown in moral standards that encourages malpractices need never begin. The overwhelming majority of employees are honest from the start. The workplace becomes the school for dishonesty."

Jaspan pointed out that an atmosphere of dishonesty in business is highly contagious. "Once an employee—especially an impressionable young man or woman, per-

ps on his first job—catches the virus of dishonesty, it may remain in the bloodstream. Observed dishonesty makes it easy to rationalize wrongdoing and say, 'everybody else is doing it, so why shouldn't I?' No one seems to care anyway.

True, an employee is expected to have a sense of right and wrong. His home, his school, his church should have provided him with proper values. But employees, and especially ambitious youngsters just starting out, will rise—or sink—to the level of their environment. Management should accept the responsibility of making certain that they are not exposed to harmful influences and that they are provided with a healthy work environment."

W. A. Martin has been presented with a Public Service Merit Award consisting of a certificate and \$1,500 for his work as Chief of the Accident Prevention Division, Accident Prevention and Compensation Branch, Canada Department of Labour. The presentation was made by Deputy Minister Bernard Wilson. Commissioner Irene Johnson, who administers the Merit Award program of the Public Service Commission, also attended the presentation.

The Award was given to Martin for his work in developing the regulations to Part IV of the Canada Labour Code (Safety of Employees), after extensive research and consultation with officers of other government departments and agencies, labour and management.

Martin has been in the Public Service since September 1957 when he joined the Board of Transport Commissioners (now the Canadian Transport Commission) as head of the dangerous commodities section. In August 1967 he joined the Canada Department of Labour in his present position.



Wilson

Martin

Johnson



■ **Canada should be excluded from harmful provisions in the proposed Burke-Hartke Bill** according to a resolution passed at the International Association of Machinists convention at Los Angeles in September. The resolution endorsed the Bill as "having the purpose of curbing the export of our jobs as machinists," but noted that Canada should be granted exemption "in view of Canada's special relationship to the United States." It called upon IAM officers and representatives to "seek to exclude Canada from any quotas or other restrictions that may be harmful to our Brothers and Sisters in Canada." **A convention of the United Steelworkers in Las Vegas also endorsed Canadian exclusion from harmful provisions in the Bill.**

Support by U.S. labour of the Bill has caused strain in relations between several U.S. international unions and their Canadian locals, according to an article in the September issue of **Business Week**. The Machinists' resolution reflects the dual problem facing them—either possibly losing 70,000 Canadian members by supporting Burke-Hartke or 150,000 U.S. members lost if Congress fails to pass protective legislation.

The Burke-Hartke Bill has reinforced the nationalism that is already forming in Canadian labour ranks, the article added. Recent defections from the Steelworkers include workers at Alcan and Cominco in British Columbia, and Cassiar Asbestos in the Yukon Territory. Moves are afoot to plan all-Canadian labour organizations both at Cassiar and Cominco.

The **Business Week** article cites other issues that irritate Canadian unionists. Representation and services received, they allege, do not measure up to financial payments made to U.S. unions. Union money—including, they charge, Canadian fees—is used for political purposes in the U.S. **Canadian members resent also the impact that wage controls in the U.S. are having by holding down wage settlements in Canada.**

■ **Three officers of the Soviet Metallurgical Workers Union were in Canada** August 23 to September 7 to talk with Canadian labour officials and tour various industrial sites. The Soviet delegates were Ivan Kostiuks, President of the Metallurgical Workers' Union; Eugene Alekseev, head of the union's international service; and George Kinebas, chairman of an aluminum works local. They were hosted by the United Steelworkers of America in a tour that included Montreal, Toronto, Winnipeg, Edmonton, Yellowknife, and Hamilton.

While in Canada, they had informal meetings with Canada Department of Labour officials, members of the Manitoba cabinet, Steelworkers' union executive officers of the Ontario Federation of Labour, and Stuart M. Hodgson, Commissioner of the Northwest Territories. They also toured such industrial sites as Denis Mine at Elliot Lake, the Cominco plant at Pine Point and the Tracy Steel Works in Montreal.

The visit should inaugurate increased trade union contact between the USSR and Canada, Kostiuks predicted. It is expected that a delegation of Canadian unionists will visit the Soviet Union, led by United Steelworkers' Canadian Director Bill Mahoney.

■ **Job satisfaction has been proposed as a collective bargaining issue by a major union for the first time.** The proposal to "explore and develop mutually satisfactory experiments to increase workers' satisfaction, improve workers' attitudes toward their jobs, and to attempt generally to create a new atmosphere in the Chrysler plants" was contained in a letter sent to William Brining, Director of Industrial Relations for Chrysler Corporation, by Doug Fraser, Vice-President of the United Auto Workers and Director of the Chrysler Department.

Noting that "absenteeism and dissatisfaction with assembly line work has been a continuing source of friction for all industries," Fraser's letter gave notice that job satisfaction would become a collective bargaining demand in 1973 negotiations if the corporation was unwilling or unable to start discussions now and consider the proposal of joint experiments.

Canadian Labour Congress President Donald MacDonald has called a CBC-TV play, "Strikes," "the most vicious piece of anti-union propaganda ever shown on a public network."

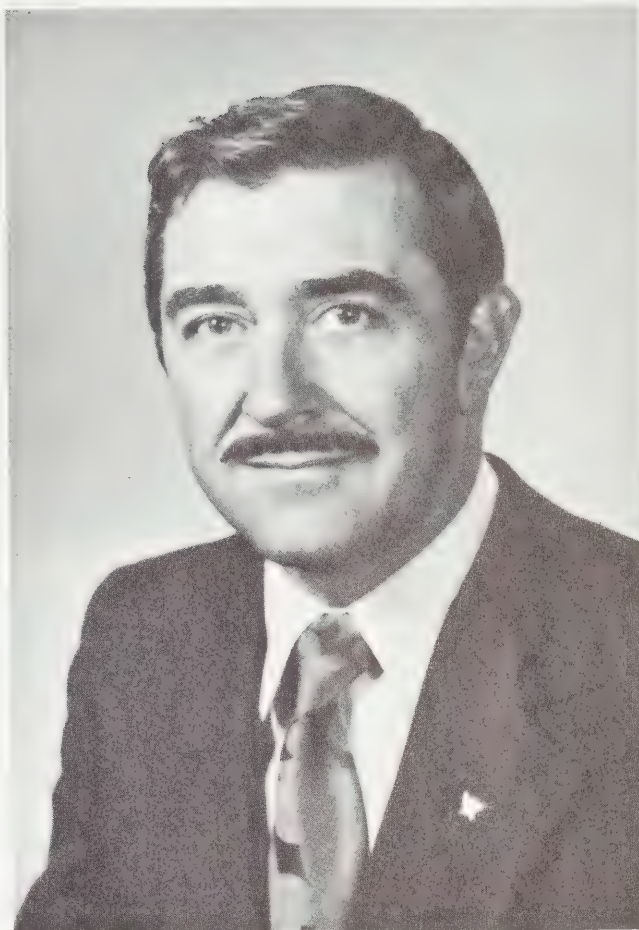
In a letter addressed to Laurent Picard, President of the CBC, MacDonald said that the program was an "insult not only to the 2,000,000 organized workers in Canada, their families and their unions, but also to the intelligence of every tax-paying member of the Canadian public whose money made the showing possible."

"We seriously question whether the CBC would dare align any other group in Canadian society the way it aligns the organized labour movement," MacDonald declared.

The program depicted union members and their elected officials as grotesque characters, MacDonald charged. It included every crude anti-union cliché, myth and calumny ever invented, and resembled the kind of propaganda that one would expect from a totalitarian regime intent on brainwashing an unsuspecting public.

In reply, the CBC stated that "Strike" was not intended as a reflection of union behaviour, nor was it perceived as such by the general public. Noting the fictional nature of the play and the "Anthology" series of which it forms a part, the CBC added: "There can be no question about an author's right to choose his own style and point of view."

MacDonald, in his letter, reminded Picard that he had protested the proposed program last year in a telegram sent to George Davidson, the then CBC president. The protest, he said, had not received consideration.



John Hayes

■ **John Hayes of Toronto, former president of the Canadian Air Line Employees' Association**, has been named Canadian Regional Director for CALEA's U.S. counterpart, the Air Line Employees' Association, International. Hayes will work in a liaison capacity between CALEA president Keith Kerr of Vancouver and the international office of CALEA. He will also be the representative for employees of North Central and Hughes Air West, U.S.-based airlines that have staffed outlets in Canada. Hayes was employed by Air Canada for 16 years, then took leave of absence in 1967 to become full-time president of CALEA. In 1971, he stepped down to spend a year in New Zealand where, among other interests, he studied arbitration methods.



## 50 years ago

■ If you were purchasing a dressed turkey for your Christmas dinner fifty years ago, you would find the item priced at 43 cents a pound; and if you were making a tourtière for the midnight réveillon, the average cost of some of the ingredients would be as follows: pork, 27 cents a pound; lard, 23 cents a pound; flour, fine salt and onions 4 cents a pound, according to the 1922 December issue of **The Labour Gazette**.

■ Recognition of the industrial importance of Canada was contained in a decision of the Council of the League of Nations, which declared that eight out of the twelve Government seats on the Governing Body of the International Labour Office should be held by countries of "chief industrial importance." Any question arising as to whether a particular country was of "chief industrial importance" was to be decided by the League of Nations Council.

A special commission was appointed to consider the criteria. It was agreed that seven characteristics should be examined, namely: industrial population (including mines and transport); relation of industrial population to total population; length of railway track; relation of railway track to area; horsepower used in industry; relation of horsepower to total population; size of the merchant marine.

Statistical information on these points was obtained from the countries comprising the League of Nations and calculations were made on two different bases. On one of these calculations, Canada was ranked as the fourth state of "chief industrial importance" and on the other, sixth.

The eight member states finally designated as being of "chief industrial importance" by the Council of the League of Nations were Belgium, Canada, France, Germany, Great Britain, India, Italy and Japan. The United States was not at that time a member of the League of Nations or of the International Labour Organization.

■ The British Columbia Legislature, on November 20, 1922 passed the following resolution respecting Asiatic immigration: Whereas the "Immigration Act" of Canada and regulations thereunder have failed to stem the tide of Asiatic immigration into Canada; and whereas the industrial and economic life of Canada and particularly of the Province of British Columbia, is threatened by competition forced by a growing foreign population with a lower standard of living than that necessary for the well-being of Anglo-Saxon civilization; and whereas there is a strong and compelling sentiment developing in Canada, especially marked in the Province of British Columbia, at present most affected, that effective protective measures must be adopted; therefore be it resolved, that this Legislative

sembly places itself on record as being in favour of the enactment of such amendment to the "Immigration Act" of Canada as is necessary to completely prohibit Asiatic immigration into Canada.

Another resolution, passed unanimously by the provincial Legislature on December 6, requested the Dominion Government to assist in securing the amendment of the British North America Act to exclude Asiatics from acquiring farm, timber and mineral lands, from owning mining rights and from securing employment in agricultural, forest, mining and fishing industries.

The British administrators at Hong Kong undertook to enforce the child labour principles adopted at the International Labour Conference at Washington in 1919. The new regulations provided that no children be employed in the dangerous occupations of boiler chipping, fireworks or glass manufacturing. Children under 10 years of age were barred from factories of all kinds, and children under 12 were not permitted to carry coal, building material or debris. Employers were required to keep a record of all the children working in their establishments. One holiday every seven days was made compulsory under the new law and children were not to work between 7 p.m. and 7 a.m. Due to the poverty of many of the natives, the new regulations had to be applied gradually so as to not upset the long-established social and economic conditions of the colony.

The United States Railroad Labor Board Decision No. 1267 awarded a lower minimum wage to areas where Negro and Mexican labour predominated. The rates for unskilled labourers in the maintenance of way departments, and shop labourers prior to July 1, 1922 ranged from 28 cents an hour to 40 cents, the low rate being paid only on some railroads in the south, while large numbers of employees in these classes further north were receiving 35 cents and 40 cents an hour. The minimum wage for common labour on carriers in the south was 25 cents an hour and the minimum wage on the others was 37 cents an hour. The majority report of the United States Railroad Labour Board stated that as a matter of fact, this 25 cent minimum was a higher wage than the 37 cent minimum when considered in relation to the living conditions of the respective territories. The lower minimum was defined by the Board as "a just and reasonable wage" and was applied in the territory where Negro and Mexican labour predominated. The Board was then asked to visualize a typical family and habitation of a Negro labourer in any of the southeastern or southern states, and judge whether or not a decision that established a standard of living on that basis was justifiable in the eyes of God or man.

■ Regulations were issued by the Dominion Government on October 21, 1922 on the recommendation of the Minister of the Interior, in connection with proposals for the relief of settlers in Alberta and Saskatchewan who had suffered repeated crop failures owing to drought or other causes. After investigation, the Better Farming Commission of Saskatchewan and the Survey Board of Alberta recommended that facilities be granted to the settlers helping them move to districts further north "where the prospects for an adequate return for their labour seemed more assured." The Minister of Agriculture took up the matter of transfer expenses and negotiations were opened with the railway companies and the provincial authorities as to how such expenses should be met. The regulations of the Minister of the Interior, issued under the Dominion Lands Act of 1908, granted the settlers the right to exchange their former holdings of land for land elsewhere.

■ A nation-wide, call-to-conference, directed to women from all walks of life, was issued through the Women's Bureau of the U.S. Department of Labor, accompanied by a letter directing attention to the problems before the conference. The letter pointed out that: "It appears from census figures that approximately one-fourth of the wage earners of America are women, and apparently the proportion is increasing rather than diminishing. Every thinking American must realize that this situation creates a number of special problems and calls for careful consideration of ways and means for safeguarding the mothers and potential mothers of the nation who must so be employed. It is impossible to separate entirely the problems of our motherhood from the problems of our childhood, and there is nothing more important in our civilization than the protection of both of those in their strength and purity. The future of the nation depends on this more than on any other single factor."

■ The Executive Committee of the National Council of Women of Canada, meeting at Montreal in November 1922, decided to petition the Dominion Government to provide payment for the work of state prisoners, their earnings to go toward the support of their families, or where there were no dependants to be given to the prisoners on their release.



# Inflation and the construction industry



by George V. Haythorne

The last words of the Prices and Incomes Commission, which formed the conclusions drawn from the past three years work, were set forth in a summary report issued in June. They are spelled out in more detail in the final report that was issued in September: **Inflation, Unemployment and Incomes Policy**. These conclusions result from intensive efforts to understand, cope with, and propose sound solutions for the disturbing problem of inflation, a problem that has plagued Canada for several years, and from which we are by no means yet free.

## The economic overview

What stands out most sharply as one looks back on the Canadian economic scene of the past 10 years? The early part of the decade was characterized by rapid ex-

pansion in the form of a surge of output and employment growth. Demand pressures coming from both private and public sources generated a strong head of steam by 1964 and 1965. In Montreal, it was apparent in the burst of activity associated with Expo; but expansion was taking place in all parts of the country. In value terms, annual increases in Gross National Product rose from 9 per cent in 1964 to 10 per cent in 1965 and to nearly 12 per cent in 1966.

For a time, this upsurge of expenditures was not serious—not while high inventories and high unemployment remained, carried over from excesses in the opposite direction during the recession years of the late '50s and early '60s.

the level of private and public expenditures continued to expand, employment increased, unemployment dropped, output kept on rising, and larger profits were achieved. Both the increased volume of sales and higher productivity contributed to these larger profits, and to increased prices where market conditions made these possible.

These were years of general optimism. There seemed to be a chance, at last, of achieving both full employment and economic stability. There was a general feeling of relief that we had surmounted the problem of unemployment. Had the demand pressures been held in check during 1965 and 1966, this stability might well have been maintained.

These were years, too, of important changes—changes in the roles of governments, employers and unions. Any deliberate attempt by government to curb cyclical swings in the economy was essentially a new phenomenon. Such action was timidly initiated by the federal Government in the White Paper on **Employment and Income** in 1945—action stimulated in Canada and elsewhere by the global approach to economics stressed by Lord Keynes a few years earlier. Besides new fiscal and monetary measures, vigorous efforts were being made in the late 50s and early '60s to seek and maintain full employment through stepped-up technical training, winter employment, regional development and other programs.

While governments were experimenting with new approaches, employers and unions were taking steps to consolidate their respective positions and to broaden their forms of collective effort. There was also more tripartite action among government employer organizations and unions, following in the wake of notable beginnings made during World War II. One example was the establishment of the National Advisory Committee on Manpower during the Korean War crisis in the early 50s; another, the National Productivity Council, formed in 1961 with a membership drawn from government, employers and unions. This was followed in 1963 by the creation of the Economic Council of Canada, albeit the three-way relationship was to some extent lost in the process.

Although some progress had been made in identifying and clarifying the changing roles of governments, employer organizations and unions, the government—despite its having accepted principal responsibility for managing the economy—did not develop effective policies in 1965 and 1966 to curb strong, mounting demand pressures. By this time, these pressures had produced inflationary responses—first, where product, finance and labour markets were tightest, and afterward throughout the economy as a whole.

We have traced these responses in our final report. They constitute what might be called a typical inflation profile. In the absence of any general restraint, both strong demand and higher profits tended to be accompanied by higher rather than lower prices. Wages and salaries had been increasing for some years at a modest pace; in 1965 and 1966 they began to rise more rapidly. These larger earnings resulted from employees' demands for a larger share of total incomes in the face of the now more visible higher profits. They resulted, also, from attempts to maintain rising real earnings in the face of higher consumer prices. Once started, cost increases fed on price increases, and price increases on cost increases. Thus the familiar price-cost spiral shot upward.

Higher prices and higher costs for labour, financing, services and land soon led to a reduction in the rate of growth and to higher unemployment in those industries and regions where some slackness already prevailed. Nevertheless, much push remained in the economy during the second half of the '60s. The higher costs, reduced productivity, and demands for still higher wages led to reduced profits in most industries; but meanwhile, the continuing inflationary flames were fanned by lags in the impact of policy changes and by expectations, now firmly entrenched, of still higher prices and incomes. Thus we were faced with inflation and increasing unemployment, both existing at the same time.

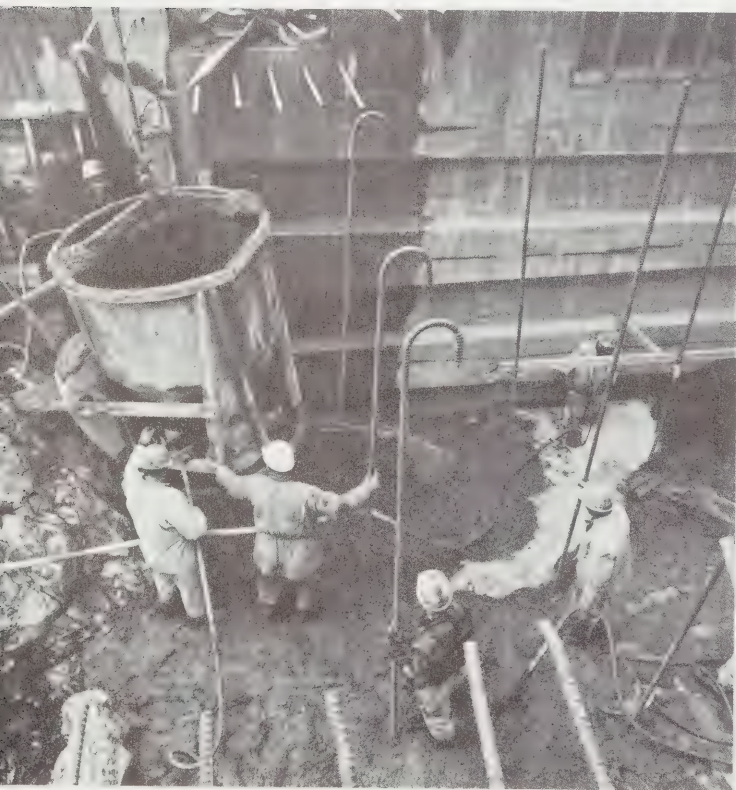
This was the cold, harsh and uninviting situation that faced the Commission when it was appointed in June 1969. Some steps had been taken to curb private and public expenditures through fiscal and monetary measures, but by that time it was becoming clear that these government controls alone were unlikely to be effective, at least at that stage. This was acknowledged frankly by the federal Government in the White Paper, **Policies for Price Stability**, issued late in 1968.

I will not review the Commission's efforts—after extensive discussions with federal and provincial Governments, employer associations and unions—to introduce



a broadly based incomes policy, except to say that these discussions, the experience with a limited incomes policy, and an intensive examination of the forces at work in the economy over recent years led us to conclude that, once inflationary pressures are strongly entrenched, attempts to remove them by deliberately creating slackness and unemployment in the economy can no longer be counted on to produce the desired results.

When expectations of further gains are strongly held, price and income increases are unlikely, through demand curtailment policies alone, to drop off far enough and for long enough to remove inflationary pressures. The net result, unfortunately, is a loss of production and employment without corresponding benefits to the economy. This result led the Commission to the further conclusion that, when expectations of continued inflation are firmly held and likely to persist, broadly based and equitable price and income controls, when introduced as part of an overall economic management policy, are more likely to produce the necessary results—and with less loss and greater benefits to the economy than would be the case without such formal restraints. To be effective, such controls require strong public backing and a close link among governments, employers and unions. Fortunately, there are indications that these prerequisites may be present when needed in the future.



## Construction overview

Let us look now at the problems within the construction industry. It was said that the answer to rapidly rising prices and incomes in this sector of the economy is controls—and the sooner introduced the better. Other groups said to deserve similar treatment include doctors, dentists, lawyers, professors and teachers, land speculators, and banks and other financial institutions—just to name a few! **We concluded some time ago that putting controls on single sectors of the economy are of doubtful value, and the more we have examined the construction industry, the less convinced we became that control of prices and incomes is the only answer.**

Rather than limit attention to price and wage increases, substantial though these have been, it is important to look behind them at all the forces that have been operating in the construction industry. When this is done what stands out clearly as the source of the toughest problems facing the industry are the excesses: too much work or too little work. There is a parallel here with those excesses in the economy as a whole that have traditionally produced inflation and recession.

In the construction industry, these excesses result from sharp fluctuations in all types of construction—residential, commercial, institutional and engineering—and from the constant shift of workers from one level or site of activity to another. These problems show up clearly in annual data charted on a national basis. They are more evident when plotted on a provincial basis, and even more so on a regional basis. The impact of these fluctuations and shifts is felt by everyone associated with the industry, but it is hardest on those—both firms and employees—unable to obtain steady work. We have long talked about these fluctuations and the severity of their influence on the industry and the economy. Combined government, client, employer and union action in the late '50s produced a significant attempt to reduce seasonal swings in production and employment. These cannot be removed completely in our Canadian setting, but with sustained effort, more can be accomplished. The source of these fluctuations—annual variations in demand—must also be tackled.

**Some indications of the seriousness of these variations in construction operations can be gleaned from a few selected figures.** During the period 1966 to 1970, construction bore 26 per cent of all unemployment in Canada, even though it accounted for only 11 per cent of the total labour force. Annual changes in the value of residen-



Construction in Canada, expressed in constant dollars, ranged from -17 per cent in 1960 to +22 per cent in 1964. These figures were down to -1 per cent in 1966, up to +18 per cent in 1969 and down to -8 per cent in 1970.

Engineering construction in Québec showed the largest annual fluctuations during the decade. For example, the annual dollar value of work performed was 6 per cent less in 1961 than in 1960; in 1964 it jumped to 37 per cent higher than in 1963, largely because of preparations for Expo '67; the annual level fell during each of the next four years; and then, by 1970, it increased to more than 12 per cent higher than the dollar value for 1969.

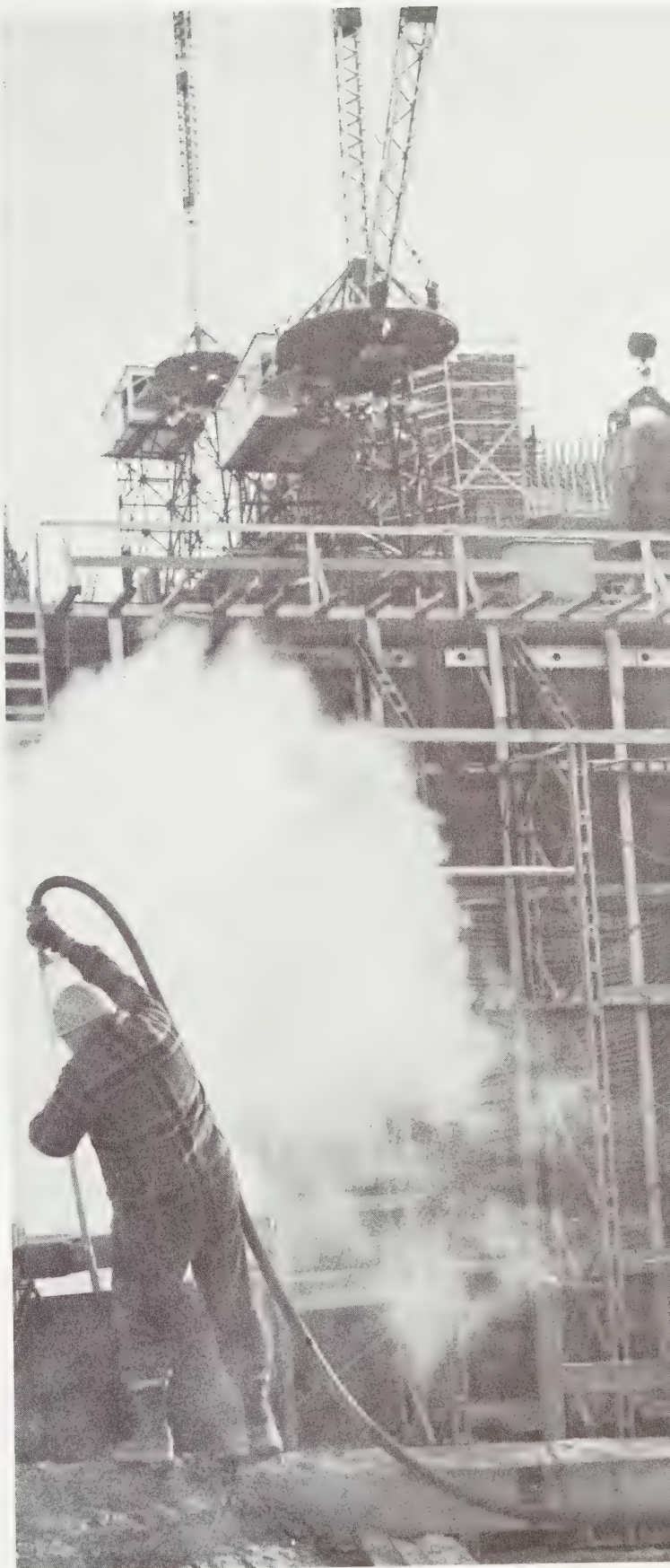
The last figures are some comprehensive estimates, recently available for the first time, of the average duration of annual employment and of the average annual earnings of construction workers. These estimates from the Unemployment Insurance and National Revenue sources reveal that, in 1968, the estimated average length of employment of the 360,000 workers concerned was 36 weeks, and the average annual earnings \$5,200.

Of these 360,000 workers, 40 per cent of the total worked 45 weeks or more and earned an average of \$7,000 during 1968. The position of this group of workers, on the basis of prevailing wage rates in 1968, was reasonably good. The picture for the other 216,000, or 60 per cent, was far from bright. A second group of 66,000, or nearly one quarter of the total, worked between 33 and 44 weeks for average yearly earnings of \$5,200.

The remaining 35 per cent, or 128,000, can be divided into two further groups of approximately equal size. The first of these worked from 21 to 32 weeks for average annual earnings of \$3,750, and the second worked under 21 weeks for average annual earnings of \$2,400.

Although the last group contained many students who work only during the summer months, it and the third group present a particularly disturbing picture. We have known about it for some time, but we have not had such revealing evidence before. These are days of total nudity—at times, shocking. Perhaps it is in keeping with the trend that we should have a full exposure of the construction industry, too—shocking though it is.

Added to the employment uncertainties that applied in 1968 to more than half of the construction workforce are many inevitable accompanying economic and social costs. These derive from serious difficulties encountered





in the planning phase by contractors, unions and individual workers, both on projects and between projects: wasted manpower, equipment and time between jobs; low productivity; bankruptcies; uneven profits; and strained relations between employers and employees.

Despite these difficulties, the construction industry does have certain protections. The demand for its services comes almost entirely from other sectors of the economy, and hence it is not subject to the usual uncertainties and pressures of international markets. It has also an ability to pass on to its clients most of its costs. These include not just increased labour costs, which tend to be the most obvious, but also increased financing costs, material and equipment costs, overhead and investment charges, profits, and increased property costs.

**It is the sum total of these rapidly mounting costs that needs to be checked. The costs are serious for the economy; and even though most of them can be passed on, they harbour serious current and future implications for the construction industry.**

There have been some notable recent improvements in productivity, including technological advances and prefabrication, that are helping to offset increased costs. But labour is one of the major costs; it is not possible, by productivity improvements alone, to offset such annual wage increases as 17 per cent in 1970 and 14 per cent in 1971. Increased unit labour costs have inevitably resulted. What is equally disturbing is the spill-over effect of these wage rate increases, and of increases in other construction costs on other industries and sectors of the economy.



Not all of these increased costs have been caused by employment uncertainties and the fluctuations referred to earlier, but most of them are. Clearly, the costs cannot go on increasing without serious results, ultimately effecting greatly reduced construction activity and employment.

## Solutions

**What can be done about these costs and the underlying problems that produce them?** The Commission has had the benefit of close and valuable co-operation from both employers and unions in examining in depth the basic problems facing the industry. Discussions with representatives of both management and unions in the mechanical sector of the industry were held as early as 1970. The result was a memorandum, "Action to Restrain Costs in the Construction Industry," approved unanimously by the National Joint Labour-Management Policy Committee of this sector of the industry in Winnipeg in November 1970. Since then, further discussions have been held in all parts of the country. These have involved representatives of employers, all building trades unions, governments and clients on national, provincial and local levels.

Union leaders have frequently said that, if they could be assured of a higher degree of year-round employment for all their members—say even 45 weeks or 10½ months—their demands for higher wage increases would moderate substantially. On their part, contractors are caught between what appear to be, and often are, extreme collective bargaining demands on the one side and frequent pressures on the other side from clients who say, "It doesn't matter if you have to pay more for labour or other factors—get the job done!" The contractors alone obviously cannot solve the problems facing them. Other clients, especially smaller and relatively weaker ones, governments, and citizens generally complain about mounting construction costs and ask, "When are they going to stop increasing at these excessive rates?"

There are other important areas that require attention, but the more we have examined the situation the more it appears that a major part of the answer to the serious



problems facing the construction industry and the economy lies in tackling, head-on, the basic market situations that give rise to the extreme pressure or extreme slackness to which both contractors and unions respond.

**From our discussions and inquiries, two broad lines of action to cope with these underlying market fluctuations have emerged:** 1. To reach final decisions concerning the main features of major construction projects as far in advance as possible; to assemble information on these future projects on a comprehensive basis; to combine this information with reliable projections of other con-

struction activities; and finally, to make this information available regularly for broad types of construction by local geographic areas or regions. 2. To consider the possibility of introducing incentives for both industry and clients to achieve better programming of construction operations as a whole, plus greater employment security for all those dependent on the industry.

On the first of these lines of action, some progress is being made by both public and private agencies in planning longer lead times for major projects before work begins. The extra time thus afforded enables re-



lated manpower and other plans to be developed with less disturbance both to the construction industry and the economy.

In addition, an examination has been made by the federal Government into the additional measures required



to assemble advance information on major construction projects, and to co-ordinate it with projections based on building permits and other information on an are basis. Representatives of Statistics Canada, the Department of Industry, Trade and Commerce, the Economic Council of Canada and other directly interested agencies took part in this examination, and follow-up steps are now being taken.

On the second line of action, a number of preliminary proposals have been developed. These are currently being discussed with interested representatives of employers, unions, governments and clients. To parallel the incentives for clients, contracting firms and employees to program their respective jobs earlier and on a more co-ordinated basis, penalties might be levied when this objective is ignored. The overall aims, of course, are to provide more regular employment, restrain or reduce waste, increase productivity, and curb mounting costs.

Unquestionably, the problems confronting the construction industry are among the toughest we have faced in the work of the Prices and Incomes Commission; but we have been greatly encouraged by the keen interest shown by all parties, and by their willingness to tackle these problems in a realistic and forthright manner.

**It has become increasingly clear to us that lasting solutions will require the continuing co-operation of each of the groups concerned—namely, employers, unions, clients and governments.** No two or even three of these groups can solve the problems alone. All four must act, and act together.

(After receiving degrees from the University of Alberta, McGill and Harvard, George V. Haythorne went on to serve at various times as Deputy Minister of Labour, Chairman of the Governing Body of the International Labour Organization, and President of the Canadian Association of Administrators of Labour Legislation. His last post was as a member of the Prices and Incomes Commission. He is currently a senior visitor at Cambridge University. The opinions expressed in this article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

## Price indexes

### Consumer, August

The consumer price index (1961 = 100) advanced 0.8 per cent to 141.3 in August from 140.2 in July and was 4.7 per cent higher than a year ago. This compares with a rise of 0.7 per cent between these two months, but contrasts with smaller July-to-August increases in recent years.

All major components registered increases except clothing, which declined 0.2 per cent. The principal contributor to the advance in the all-items index was a 2.2 per cent rise in the food index. Among the other components that increased were: recreation and reading 0.8 per cent; health and personal care 0.6 per cent; transportation 0.5 per cent; housing 0.3 per cent; and tobacco and alcohol 0.1 per cent.

The food index increased 2.2 per cent to 145.7 from 142.5. This increase is the largest recorded between July and August prior to 1961. It compares with an increase of 2.0 per cent between these two months last year, and with an average increase between July and August of 1.3 per cent in the preceding five years.

In the latest month, the price level of food consumed at home advanced 2.6 per cent, and restaurant meal prices rose 0.2 per cent. Within the food-at-home component, most major groups recorded advances, but fruit and some miscellaneous items declined in price. The meat, fish and poultry index increased 1.1 per cent and was 14.0 per cent above its level of a year earlier. Pork prices rose, on average, 2.9 per cent between July and August.

All cuts contributed to the increase, and the pork index was 27 per cent above its level of a year ago. Prices of most beef cuts advanced in the latest month, increasing the beef index 0.8 per cent. Poultry quotations declined 1.0 per cent. Egg prices rose 6.6 per cent and were al-

most 22 per cent above their level of a year earlier. All dairy product items registered advances for the latest month, and fluid milk and powdered skim milk prices increased in several centres across the country. The bakery and cereal products component rose 0.6 per cent as all items, including bread, recorded advances. Vegetable prices increased slightly, on average, 0.1 per cent compared with an average July and August decrease of over 5 per cent in the preceding five years.

Higher prices were recorded for all canned and frozen vegetables surveyed and for most fresh vegetables; but tomatoes, cabbage and celery prices declined. The fruit index declined 1.3 per cent, mainly because of lower prices for some fresh fruits. It stood, on average, almost 4 per cent below its level of a year ago, but vegetable prices advanced more than 7 per cent in the same period. Among other foodstuffs, decreases were registered for sugar, soft drinks, tea and salad dressing, and increases for ground and instant coffee, honey and peanut butter. The food index was 7.2 per cent higher than a year ago, with the price of food consumed at home increasing 7.4 per cent and that for restaurant meals 6.1 per cent.

The housing index rise of 0.3 per cent to 143.8 in August from 143.3 in July resulted from increases of 0.5 per cent and 0.1 per cent in the shelter and household operation components. Within shelter, the home-ownership component advanced 0.7 per cent because of higher new house prices, home-owner repair charges, and dwelling insurance rates. Rents advanced 0.1 per cent. Within household operation, increased fuel oil prices were registered in London, Saskatoon, Vancouver and Victoria. Scattered seasonal sales on a number of items reduced the average level of furniture and floor covering prices 0.2 per cent and 0.3 per cent.

Household textile prices advanced 0.2 per cent because of increased drapery material and wool blanket quotations. The household effects insurance index advanced 2.8 per cent, with increased rates in Halifax, Saint John, Montreal, Ottawa and Toronto. Among other items, dishes, glassware and light bulbs were higher in price, and a number of cleaning supplies such as scouring powder and soap flakes were on sale in several cities. The housing index was 4.6 per cent above its level of a year ago.

The clothing index decreased 0.2 per cent to 131.3 from 131.6. The only component registering an increase was footwear, as higher prices for women's and children's shoes outweighed lower prices in men's shoes because



of sales. Both the men's and women's wear components declined 0.6 per cent, the former because of sale prices in most cities for suits, slacks and windbreakers, and the latter because lower prices for dresses outweighed increased prices for underwear. Children's wear recorded a decrease of 0.1 per cent, mainly because of sales on boys' slacks and girls' cotton dresses. Between August 1971 and August 1972 the clothing index rose 1.9 per cent.

The transportation index increased 0.5 per cent to 134.3 from 133.6 as a result of a 0.6 per cent advance in the automobile operation component. **Among automobile operation items, insurance rates increased 3.5 per cent,** the price of motor oil rose 0.6 per cent, and new car prices advanced 0.1 per cent. Gasoline prices declined slightly in some Ontario centres. The inter-city travel component increased 0.5 per cent because of a seasonal rise in the train fares index. In August 1972, the transportation index was 2.8 per cent above its level of a year ago.

The health and personal care index advanced 0.6 per cent to 150.0 from 149.1 as a result of increases of 0.9 per cent and 0.3 per cent in the personal care and health care components. Personal care supplies prices advanced 1.0 per cent because of higher quotations for toilet soap, face cream and cleansing tissues. A 0.6 per cent rise in the personal care service element reflected increased charges for men's haircuts and women's hairdressing in a number of cities. There was an increase in the health care component as a result of higher prices for all pharmaceuticals surveyed, particularly prescriptions, headache tablets and vitamins. The health and personal care index was 5.3 per cent above its level of August 1971.

The recreation and reading index rose 0.8 per cent to 140.5 from 139.4, mainly because of higher motion picture admission charges in Halifax, Saint John, Ottawa, Toronto and Vancouver, and increasing football admissions in most major cities. Newspaper subscription rates increased in Ottawa and Regina. The tobacco and alcohol index rose 0.1 per cent to 132.9 from 132.8 as mixed price movements across the country resulted in a marginal increase in the tobacco component. The index was 2.5 per cent higher than a year earlier.

#### City consumer, August

**Between July and August, the consumer price index (1961 = 100) increased in all regional city and city combinations.** Increases ranged from 0.1 per cent in Toronto to 1.3 per cent in St. John's, Nfld. Food indexes advanced in all cities as higher prices were registered for

most meats, many fresh produce items, eggs, fresh milk, bakery and cereal products, jam and honey. Restaurant meal prices were higher in several western centres. Prices were generally lower across the country for several items including sugar, chicken, oranges, bananas, tomatoes and cabbage. Housing components increased in 8 cities and were unchanged in 4. The increases were mainly because of marginally increased rents, high prices for cleaning supplies and increased insurance rates on household contents.

Seasonal increases in train fare indexes and higher automobile insurance rates were mainly responsible for an increase in transportation components in 8 cities. Health and personal-care components increased in 10 cities, reflecting higher prices for pharmaceuticals and toiletries, and some increased charges for men's haircuts and women's hairdressing. The recreation and reading indexes rose in 9 cities and declined in 3, mainly because of higher admission charges to cinemas and football games, an increase in the price of camera film, including processing, and—in Ottawa and Regina—increased newspaper subscription rates. The components for clothing and for tobacco and alcohol registered mixed movements across the country.

Regional consumer price index point changes between July and August were: On the base 1961 = 100: St. John's +1.7 to 132.3; Saint John +1.4 to 132.4; Ottawa +1.3 to 137.4; Saskatoon-Regina +1.2 to 129.2; Vancouver +1.1 to 132.9; Halifax +1.0 to 132.5; Montreal +.9 to 132.6; Winnipeg +.9 to 134.0; Edmonton-Calgary +.5 to 133.6; Toronto +.2 to 135.9. On the base 1969 = 100: Thunder Bay +1.2 to 108.4; Québec City +.8 to 107.7.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moved on the basis of changes in rent only; changes in both rents and home-ownership costs are included in the Canada index. Because home-ownership costs have increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over longer periods. Statistics Canada may ultimately incorporate home-ownership prices in city indexes.

## ILO tripartism— the key to policy formulation and approval

The International Labour Organization and its relation to a federal state was the topic of a seminar held in Ottawa during early October. Representatives of all provincial Departments of Labour except those of British Columbia and Newfoundland examined such topics as the International Labour Code, operation and programs of the ILO, and the tripartite structure as the functional basis for the ILO. Host for the event was the International Labour Affairs Branch of the Canada Department of Labour.

The meeting was held primarily to familiarize provincial administrators with the ILO, as well as to strengthen federal-provincial co-operation in ILO matters. Conventions adopted by the ILO represent international labour standards and, upon ratification, create binding legal obligations. In the case of a federal state such as Canada, where labour legislation usually falls under both federal and provincial jurisdiction, it is essential to have a mechanism of federal-provincial consultations with respect to the implementation and eventual ratification of the Conventions concerned. Such a mechanism of federal-provincial consultations has been in operation in Canada for some time.

Recently a new feature was added. Following consultation with the provinces a procedure was adopted for recording provincial conformity with ILO Conventions when Canada is not yet in a position to ratify them.



The highlight of the week-long conference was a debate on tripartism—the ILO policy by which workers, managements and governments of member countries are represented by separate delegates in all phases of ILO





de Merlis

Kaplansky

Mainwaring

Durocher

activities. G. H. Durocher, Director of Labour Relations for the Canadian Construction Association, spoke on the management view of tripartism. He noted that the International Organization of Employers, established during the 1920s, has provided a voice for world employers in the affairs of the ILO. Although the attitude of many employers toward the ILO is frequently one of indifference, he saw the ILO as serving a useful function in setting up and supervising global labour standards. Tripartism, because it gives each of the three parties involved in industrial relations a part in policy formulation and approval, is the most effective basis for ILO organization.

Kalmen Kaplansky, Director of the Canada Branch of the ILO, and Special Advisor to the Director-General of the ILO, spoke about the outlook of labour on tripartism. Pointing out that it is the only existing international forum for labour, he stressed the importance of the ILO as a channel of industrial relations communi-

cation. As far as Canadian labour's "benign view" of the ILO is concerned, he noted it was a product of the excellent job being done by governments. Labour has seen little need to concern itself with defending interests that governments have ably represented in the past.

Asserting that tripartism is essential to effective operation of the ILO, Kaplansky added that it gives more discipline to ILO proceedings than is enjoyed in the United Nations. John Mainwaring, Director of the International Labour Affairs Branch of the Canada Department of Labour, chaired the tripartism debate and commented on the position of governments. Mainwaring was recently elected Chairman of the ILO's Governing Body (LG, Sept., p. 453).

# Federations of labour conventions

## Nova Scotia

Delegates to the 17th annual convention of the Nova Scotia Federation of Labour were presented with several notable resolutions for consideration, including a request by the executive council that two new members be added to the Federation executive in the newly created position of vice-presidents-at-large. The call for appointment of the two new members noted that "there is a need for greater representation on the executive other than on a geographic basis."

In other resolutions, extension of invitations to affiliate for the Teamsters, the United Fishermen and Allied Workers' Union, and other legitimate labour organizations was discussed at the convention. Provincial outlawing of professional strikebreakers in Nova Scotia was also demanded of the provincial Government. An increase in the present provincial minimum wage from \$1.55 to \$2.50 an hour was put forward in the form of a resolution.

One resolution that stirred controversy between delegates and Nova Scotia Labour Minister Scott MacNutt called for denturists to be allowed to fill orders for dentures without requiring approval by a dentist. The discussion took place immediately before MacNutt's scheduled address to the convention, and dealt with a recent bill defeated in the Nova Scotia legislature that would have given denturists the freedom to prescribe without consultation.

### Bill Dodge

Many of the most vicious attacks on organized labour come from "low-paid, exploited, unorganized workers who lack the initiative to join unions and improve their lot." Speaking to Federation delegates, CLC Secretary-

Treasurer Bill Dodge added that these same attackers owe many of the advantages they now enjoy to organized labour—pensions, health and welfare legislation, and even the right to vote.

Dodge condemned compulsory arbitration, stating that it was not a fair and equitable way to avoid strikes, and had not succeeded in cases where it has been tried. "Curiously, I find very few employers arguing for compulsory arbitration," he said. "They don't want to be stuck with decisions made by supposedly impartial experts who know nothing about the problems of the workers or the industry either." He emphasized that the right to strike should be recognized as "an essential element in the free bargaining process."

### Compulsory arbitration

During the annual convention, policy reports in five areas were presented to the delegates. They dealt with compulsory arbitration, the environment, the oil and natural gas industry, non-resident land ownership and the economic situation.

The statement on compulsory arbitration strongly opposed "any form of compulsory arbitration as a replacement of free collective bargaining in any form of human endeavour, public or private." Also opposed was any attempt to deny democratic rights to any group through classifying them as "essential workers." It noted that



"history has recorded the dismal failure of the arbitration process where it has replaced free collective bargaining; and those countries that have introduced compulsion at the bargaining table have experienced a greater degree of breakdown in labour-management relations than countries that have avoided this patented cure-all of industrial relations."

## **Environment**

The Federation welcomed establishment in Nova Scotia of a Ministry of the Environment, and passage of the Environment Protection Act. It urged that "no time be wasted in proclaiming the Act and empowering the Environmental Council with all the powers given to the Minister as jurisdiction for the Council." Organized labour was called on to work toward the environmental standards set in the Act, and to solicit support from other interest groups to help achieve the standards.

## **Oil and gas industry**

A five-point program, set down as a policy statement on the oil and natural gas industry, called upon the Nova Scotia Government to force oil companies to develop immediately any wells that have been discovered. The program also recommended that the Government insure the processing of locally recovered crude petroleum in local refineries and that spin-off work from the oil industry go to Nova Scotians. If a pipeline were to be built, the policy statement urged that it be publicly owned and operated by a provincial Crown corporation. Lastly, a system of royalties fair to both the province and industry should be adopted. Noting the Alberta example, where royalty percentages have been falling in recent years, the policy statement recommended that royalties be set at 50 per cent of well-head prices and that a minimum of \$1.25 per barrel be maintained at all times.

## **Non-resident landownership**

The statement on non-resident landownership pointed out that many rural Nova Scotians are disposing of land holdings to non-Nova Scotians because of a weakening of primary industry in the province that has led to higher living costs. This has forced farmers, fishermen, and lumber workers to sell property as it becomes too expensive for them to retain. The Federation called for "a program to strengthen the position of the primary producer in Nova Scotia, and bring prosperity to the rural population" as the best preventive for the buying of

land by non-residents. It also urged a tabulation of property ownership by the Government, plus review of landownership in Nova Scotia by a royal commission. A differential property tax to protect residents from the effects of tax increases on land with high recreational value was also proposed.

Further, the Government should abolish public tax sales by municipal governments. Repossessed land could then be held by the provincial Government as Crown property and leased to individuals for limited time periods. Lastly, a long-term and comprehensive planning of land use was advocated in the policy statement that would safeguard recreational land for future use by Nova Scotians.

## **Economy policy**

Noting that Nova Scotia has the lowest rate of employment increase in Canada, the Federation termed the Government's development efforts as "little short of disaster," adding that "at the same time as the Government is claiming great gains achieved in investment and output, Nova Scotia workers are being economically deprived." It demanded that an overall economic plan be formulated for the province in conjunction with the federal Government; also, that jobs be created to raise average wages and salaries in the province, and that incentive programs be adopted based on wages and job guarantees as opposed to capital subsidies. Recognition was also demanded for the geographic and structural nature of the Canadian economy requiring implementation of appropriately differentiated policies.

## **Gerald Regan**

Environmental protection was the main theme of Nova Scotia Premier Gerald Regan's address to the Federation. Warning that extremism by some people on the environment question could have drastic consequences, he suggested that "a fanatical approach can thwart all development, create vast unemployment, and assure a much lower standard of living for thousands of Nova Scotians." Noting the opposition voiced by some to oil

development on Sable Island because of danger to the ecology, Regan said, "They take that position with complete disregard for the immeasurable benefits the production of oil will bring to Nova Scotians."

Regan said he views unemployment in the province as no greater a problem than the under-employment that leaves workers at jobs neither paying well nor fully utilizing their skills. The answer is creation of new, better-paying jobs through industrial development, he said, adding that an extreme approach to environmental protection could thwart this much needed development.

## Newfoundland and Labrador

The announcement of changes in provincial legislation were the highlight of this year's annual convention of the Newfoundland and Labrador Federations of Labour. About 170 delegates attending the three-day meeting in St. John's heard Labour Minister Ed Maynard announce forthcoming amendments to the Trade Union Act, to be brought before the next Legislature. **If passed, the changes will eliminate the ex parte injunction** (a legal instrument that allows an employer to have an injunction served against a union without the union being allowed to present its case).

Maynard went on to outline other revisions: the Workmen's Compensation Act would be modified to bring fishermen and farmers under coverage; and children, under certain protective clauses, will be employable if changes in the Employment of Children Act are passed.

New legislation to be proposed includes a wage protection act to replace the present Workmen's Wages Act and improve wage settlement procedures. **Another act will require employers to serve adequate notice prior to large layoffs of employees.** Maynard said that the Report of the Cohen Royal Commission on Labour Legislation, which has been endorsed by the NFL, would be used as valuable resource material for formulating future labour legislation.

The Labour Minister announced also that **an educational program on industrial relations would be introduced in schools at the junior high school level to teach basic concepts of union and industrial organization.** Further, the possibility of bringing an industrial relations

program to those people already in the labour force or in junior management, is being studied. He pointed out as well the need for upgrading provincial technical and vocational training to better prepare workers for industry.

The changes announced by Maynard helped placate delegates who earlier had been angered by the failure of Premier Frank Moores to appear at the convention. Moores had been scheduled to address the opening session of the convention, but Social Services and Rehabilitation Minister Tom Hickey took his place, stating that the Premier had suddenly been called on to meet another commitment. Several of the delegates walked off the floor as Hickey was speaking.

Federation President Walter Critchley welcomed all the legislative proposals outlined by Labour Minister Maynard. He termed revocation of the ex parte injunction a "tremendous step forward in labour relations." He also endorsed extension of compensation to cover every person employed in Newfoundland and Labrador, noting in regard to changes to the Employment of Children Act that the Federation had been seeking the stoppage of abuses to children. Federation support was expressed for the Fraser Report's proposal that a municipal income tax be instituted in St. John's to replace property taxes. The Government was urged to enact this and other recommendations of the Report.

**Efforts for an all-out campaign to bring greater labour organization to Newfoundland and Labrador were outlined.** Immediately after the convention, President Critchley announced, a meeting would be convened of all union business agents, international representatives, and full-time officials throughout the province to ascertain why some locals are still outside the Federation. A co-operative drive to increase union membership would follow.

A number of resolutions dealing with health care were passed by delegates: repeal of the Hospital Act prohibiting strikes by hospital personnel; extension of the Dental Care Plan to cover all school children, not just those under age 12; legal permission for denturists to operate independent of dentists; and compensation for, and preventive measures against, the disease of asbestosis.

Other resolutions passed demanded an increase in the minimum hourly wage for workers over 18 from \$1.40 to \$2.50; inception of a mother's allowance program:



formation of a commission for inquiry into dental costs; and inauguration of a provincial auto insurance program.

**An important breakthrough in management of the Newfoundland Steel Company Limited plant at Octagon was reached during the convention,** partially sparked by actions of the NFL executive. In response to a resolution passed by the convention urging the Federation to determine the future of 300 employees at the mill, talks were arranged between representatives of the Department of Labour, the Steel Company of Canada, and the United Steelworkers of America. This meeting brought confirmation of earlier reports that Stelco would take over operation of the mill for at least the next six months.

In elections, all former members of the executive were returned to office: Walter Critchley, President; John MacKenzie, Secretary-Treasurer; William Parsons, Eastern Vice-President; Michael Neville, Northern Vice-President; Earl Thisle, Western Vice-President; and Arthur Kelly, Central Vice-President. Chesley Beck was elected by acclamation to the newly created position of Southern Vice-President.

## Saskatchewan

**An economic and social program for the 1970s was endorsed by the Saskatchewan Federation of Labour** at its 17th annual convention in Moose Jaw, Saskatchewan, October 12 to 14. The plan called for abolition of unemployment by planned public policies and enforcement of corporate policies, as well as fair prices that would ensure a satisfactory return to farmers for their labour. The program demanded adequate wages, a minimum wage of \$2.50 an hour, protection for part-time employees, elimination of poverty, eradication of pollution, and the provision of adequate housing.

Adoption of the program in the form of a resolution followed a panel discussion moderated by Grace Hartman, National Secretary-Treasurer of the Canadian Union of Public Employees. Other panelists were Don Ching,

Deputy Minister of Labour; Ken Smith, Chairman of the Federal Social Security Committee; David Keith, President of the Saskatchewan Teachers' Federation and Roy Atkinson, President of the National Farmers Union.

About 200 voting delegates attended the three-day meeting to deal with Federation business and hear such speakers as Donald Macdonald, President of the Canadian Labour Congress, and Gordon Snyder, Saskatchewan Minister of Labour. Ross Hale, President of the Saskatchewan Federation, noted in his address that organized labour has recently been under unprecedented attack. **"The old-line parties and their apologists in all walks of life, consistently undermine trade unions on the legislative front** and would adopt the arch-reactionary Nixon-inspired wage and price controls that would be a boon to corporations and restrain wage and salary earners.

"In spite of the hysteria against unions, in spite of the media craze to damn us, in spite of the politicians' desire to blame us for seemingly all the ills of society, in spite of some fear and foreboding among unorganized workers, we can and must organize. Indeed, in spite of all the suspicion employers attempt to generate against us, multitudes of people want the protection of a trade union."

Hale went on to pinpoint legislative improvements over the past year, pointing to the Trade Union Act, forthcoming changes in workmen's compensation, better labour standards and their administration, and the adoption of new approaches in technological change and accident prevention. **He singled out plant shutdowns, coupled with mass layoffs, as one area needing greater legislative control.** Wage and price controls should not be implemented, he noted, because they systematically restrain wages and salaries, while prices, interest and profit go without curtailment, thus benefiting the corporations.

Hale dismissed claims that Canada's high unemployment rates are caused by increasing numbers of women entering the workforce, adding that the Canadian percentage of 36.5 is considerably lower than that of other major industrial nations.

Donald Macdonald centred his address on unemployment in Canada, **charging the federal Government with hiding the situation behind a "smoke screen of statistics and meaningless jargon."** Under the Trudeau Govern-

ment, he said, unemployment increased from 4.8 per cent to 6.7 per cent, leaving 573,000 people out of work. He predicted that, if present trends continue, "We shall face unemployment of devastating proportions this winter."

Comparing work lost through unemployment and strikes, Macdonald said that, last year, 13 million man-days of labour were lost by unemployed workers, while the total of man-days lost in strikes was .17 of 1 per cent—the lowest since 1965. He claimed that **the figures on unemployment underestimate its seriousness because Manpower Training, Local Initiative, and Opportunity for Youth programs are counted as employment.** Residents of the Yukon and native people are also not counted in the statistics, and they have unemployment levels of over 80 per cent during the winter, Macdonald charged. Lastly, persons who have completed their education but have not registered in the workforce are included in the figures. "And Canada is going to continue to have the fastest growing labour force in the next five years," Macdonald concluded. **"The Government must know this, but has not taken any steps to provide economic policies to create jobs."**

Discussing labour legislation, Labour Minister Gordon Snyder outlined for delegates several recent significant changes. He noted the increase in the minimum wage, establishment of the 8-hour day, 40-hour week, and the amendment to permit referral by the Labour Department of any equal pay dispute for formal investigation and action by the new Human Rights Commission. Comprehensive changes in legislation may also be expected after completion of a report from a workmen's compensation task force, set up during the past year.

A new Occupational Health Act passed this year will give wide powers to occupational health officers of the Department of Labour, Snyder asserted, and an occupational health committee must be established within any place of employment where 10 or more persons are employed to ensure maintenance of safe and healthy working conditions. Expansion of the government's Women's Bureau will be provided to enable the Bureau to keep pace with the increased number of female members in the workforce.

A resolution calling for strengthening of the Women's Bureau was at one point rejected by convention delegates, without any opposition from the women delegates present. After Grace Hartman criticized the assembly for rejection of the motion, however, it was brought back on the floor and passed, along with two other demands for improvement in working conditions for women.

**Important resolutions passed at the convention were:** 1. raising of the minimum wage to \$2.50 an hour, and mobilization of unionists to press for adoption of the 4-day, 32-hour workweek; 2. implementation of the 32-hour week immediately among government employees, and its inclusion in the New Democratic Party platform; 3. creation of a full range of secondary industries to process the fuel, minerals, fibres and related raw resources found in Saskatchewan; 4. protestation against the film, "Strike," having been presented on CBC television; 5. withholding of incentive development grants to Kraft Foods Limited, and support for the National Farmers' Union boycott of that company by excluding it from government purchase orders; 6. introduction of courses on trade unionism into all levels of provincial education; and 7. inclusion of mine workers in protection under the Occupational Health and Safety Act.

The report of the Saskatchewan Federation's executive council welcomed increased co-operation between the Saskatchewan labour movement and the provincial Government. **It singled out the new Trade Union Act as "an outstanding piece of labour law, the best of its type in Canada."** The report also commended the Government's new outlook on the composition of government boards affecting labour, welcoming and often acting upon recommendations submitted by the Federation. In closing, the report emphasized the need for continuing work in the labour field, expressing concern about trends to increase the length of the working day to 10 or 12 hours.



## Book reviews

**4 Days, 40 Hours;** edited by Riva Poor; Bursk and Poor Publishing, Cambridge, Massachusetts; 144 pages; \$6.50 by prepaid mail order, \$7.00 C.O.D.; Available in Canada from Peter R. Downing Associates, 5 King Street, Waterloo, Ontario.

Shorter work hours have been a constant demand of organized labour since its earliest days. As MIT professor Paul A. Samuelson notes in the foreword to this book, "To the militant trade unionist, the move toward a 4-day week, whether a 40-hour week or 32-hour week, is one more skirmish in the continuing battle for higher standard wage rates, improved work conditions on the job, and improved fringe benefits for retirement and health needs." The authors examine a transitional phase that, for the present, seems to meet the needs of both labour and management.

The 4-day, 40-hour week is a child of the current 40-hour week and the approaching 4-day, 32-hour week,

seeming to combine many advantages of both parents. It allows workers one less workday a week, with the same pay. Management gains because such problems as labour shortages, high turnover and absenteeism are cured while productivity is kept high.

Several interesting points are brought out in the book. In the firms examined, the initiative to adopt the new workweek came from management. Companies on the 4-day, 40-hour week have a generally higher percentage of women workers than the norm; productivity has been maintained, if not improved, in most firms. The 4-day, 40-hour workweek is not confined to one type of business. Manufacture, service, retail, and wholesale—each industry has at least one representative company experimenting with it.

This book is based on results obtained from a study done on 27 firms ranging in size from 5 to 3,500, including Reader's Digest and some terminals of both Gulf and Mobil Oil. It comprises articles from experts in various facets of industrial relations such as the implications for cities, scheduling problems, work and leisure and the looming 3-day workweek.

## General topics

### Employment review

There were declines in employment and unemployment between July and August. The decrease in actual unemployment was less than usual and in employment more than usual. This resulted in an increase in the seasonally adjusted unemployment rate of from 6.3 in July to 6.7 in August. The labour force declined from 9,368,000 to 9,274,000. Compared with a year ago, the labour force increased by 302,000 or 3.4 per cent; employment rose 254,000 or 3.0 per cent. Unemployment was 48,000 above the level of a year ago.

**Employment.** The number of employed persons decreased from 8,825,000 to 8,771,000. There was a slight decline in manufacturing although normally it increases between July and August. Trade increased where usually it decreases. Declines in service, 34,000, and public administration, 21,000, were about average for this time

of year. The seasonally adjusted employment level in August was 8,361,000, about the same as in July, 8,370,000. Declines in the number of employed persons 14 to 24 years of age, 14,000, and men 25 years of age and over, 9,000, offset increases in employment for women aged 25 and over, 20,000. Employment increased in Québec, decreased in the Prairies, and remained virtually unchanged in other regions.

**Unemployment.** There were 503,000 unemployed persons in August compared with 543,000 in July. The unadjusted unemployment rate, representing the actual number of unemployed as a per cent of the labour force, was 5.4 in August compared with 5.8 in July.

the seasonally adjusted unemployment rate was 6.7 in August. There was a large increase in the rate for persons aged 14 to 24 but other main groups showed little change. There were increases in the Prairie Region and Ontario and the rate for other regions remained about the same.

## **U.S. employment**

The unemployment rate in the United States was 5.5 per cent in September, basically unchanged from the 5.6 per cent rate for August. The number of unemployed persons was 4,700,000 in September, 200,000 fewer than in the previous month. As the civilian labour force usually declines sharply when large numbers of young people return to school, the labour force declined as expected, by 1,700,000. After seasonal adjustment it totalled 7,000,000 persons. The number of employed persons advanced 250,000 to 82,000,000, the increase being almost equally distributed among adult men and teenagers.

## **Unemployment insurance report**

During August, 1972, 22,366 investigations were finalized across Canada. Of these 8,238 were on-premises investigations and 7,348 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,544 formal investigations and 5,236 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,727. Prosecutions were commenced in 107 cases, all against claimants.

## **December credits**

Conciliation before the Minister of Labour, p. 641, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Certification before the CLRB, p. 639, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Unemployment insurance report, p. 632, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Photos. Ontario Hydro: Cover, p. 619. NFB: Cover, p. 616, 618, 620, 621, 622. Murray MacGowan: p. 625, 626.



## The TUC and the view from Brighton

Reaction against the Industrial Relations Act dominated proceedings of the annual meeting of the Trades Union Congress, held in Brighton, England, from September 4 to 8. British labour showed its determination to continue to boycott the Act by punishing unions that have submitted to government pressure by registering under the Act. Appeals by 10 unions suspended for registering under the Act were turned down, and suspension was confirmed for a total of 32 unions that refused to abide by the TUC's policy of not co-operating with the Act.

Jack Peel, a leader of the National Union of Dyers, Bleachers, and Textile Workers, was defeated in his bid for re-election to the TUC's General Council. It was a major defeat for unionists wanting co-operation with the Government, for Peel had advocated ending the boycott. Peel had been an influential officer with the TUC, sitting on both the executive and economic committees, and his defeat was viewed as endorsement by the membership of the Congress's boycott policy. Two other members of the Council, Stanley Gretton of the bakers' union and William Hogarth of the seamen's union, were also replaced after their unions were suspended for registering.

The Congress showed defiance also for the policies of the present Conservative administration of Prime Minister Heath by affirming opposition to British entry into the European Common Market. By a vote of 4,892,000 to 3,516,000, the delegates endorsed a resolution urging Britain to remain out of the economic union.

Wage and price controls proposed by the Government also aroused the antipathy of delegates. Sir Sidney Greene, Chairman of the TUC economic committee, said wages were not alone responsible for the rise in the cost of living. In leading the debate on wage policy, he noted that "the Government now realizes it cannot bring the unions to heel by having a million unemployed," but

he added that there was still a danger that the union would regard technological change and lack of work as going hand in hand.

"We have always said that improving technology is one of the most important ways in which our living standards can be increased," said Sir Sidney, "but the logic of that holds true only against a background of full employment and security of employment. I reject completely any idea that full employment has suddenly become an unrealistic objective."

The Congress attacked government policies as the cause of inflation, rather than rising wages, and it instructed the General Council not to agree to any such controls in negotiations with the Government. Instead of any form of wage restraint, the Congress advocated an economic strategy that would include control of rents, profits, dividends, and prices. This, it was thought, would give the redistribution of income that is required to right the inequities present in British society.

Wedgwood Benn, Chairman of the Labour Party, promised delegates "total, unconditional and immediate repeal" of the Industrial Relations Act by the next Labour Government. He promised further that inflation would be attacked without resort to a wage freeze. Charging that unions had been partly to blame for the defeat of the Labour Government in the last elections, he called on unions to show they cared about the needs of others and not just about the wage levels of their members. "Comrades," he concluded, "if we are ready to serve the people, there is nothing we cannot achieve—together."

One resolution passed lifted the ban on Communist party members being delegates to the annual conference of trades councils. On questions of foreign policy, the TUC expressed its support for the Asians expelled from Uganda and pledged to discuss the question of resettlement with the Government as soon as a statement of government policy was prepared. The TUC's General Council accepted the government decision to offer Britain as a first place of refuge, and recommended that the whole trade union movement co-operate.

Condemning the violence in Northern Ireland, Victor Feather, TUC General Secretary, noted that the voice of the trade union movement in Northern Ireland had always been for moderation, and that peace was attainable if people would work for it. The United States was condemned for the Vietnam war, but other governments were also castigated for supplying the means for the war's continuation.

## Decisions of the umpire

**CUB 3144.** The claimant filed an application for benefit showing that he had worked for the Department of National Defence at a Canadian Forces Base in Ontario from 1953 to 1971, when he was laid off because of the closure of the depot. He stated that his total normal weekly earnings at the time of separation were \$119.20. His employer confirmed the layoff and said that the claimant's occupation was that of packer and helper, and indicated that his normal weekly remuneration was \$109.60. By telephone, the Department of National Defence told the district office of the Commission that the claimant was paid, upon termination, the sum of \$745.28 for 34 days of annual leave that he had not taken in the last three years, and that an amount of \$1,600.16, which, according to his contract, represented 14 weeks of severance pay, was placed to his credit in a Registered Retirement Savings Plan with the Canada Trust in London.

The insurance officer notified the claimant that, in accordance with Sec. 172 and 173 of the Regulations, his weekly earnings for 21 weeks beginning on August 29, 1971 and ending on January 22, 1972 had been determined to be \$109.60, and for the week beginning January 23, 1972, to be \$87.68.

The claimant subsequently lodged an appeal with the Board of Referees, contending that he has been discriminated against. In support of his allegation, the claimant stated that, when a fellow employee was laid

off in June 1971, he was given his severance pay and placed it into a registered retirement plan with Canada Trust. He also received unemployment insurance benefits immediately, not subject to income tax, but the claimant was asked to wait 22 weeks, after which time he would have to pay income tax on the benefits received from the Unemployment Insurance Commission.

The Board of Referees held a session in the absence of the claimant, who was represented by the Area Representative, of the Public Service Alliance of Canada, and by an officer at the Canadian Forces Base. The Area Representative told the Board members that Department of Defence employees have, since 1953, been given the choice of opting in or out of unemployment insurance. He also stated that an accumulation of holiday pay should not be considered in any way as earnings for the purposes of the Act. Although the majority of the Board sympathized with the claimant in this case, they nevertheless came to the conclusion that Sec. 173 of the Regulations was clear and direct and that holiday pay was specifically included in the regulations to be allocated as earnings. As a consequence, the appeal was disallowed by a majority vote.

The dissenting member stated that, in accordance with the Department of National Defence policy, the claimant accumulated 34 days holidays plus severance pay, which he could have received prior to the change of the Unemployment Insurance Act and Regulations. The



dissenting member also made reference to, and agreed with, the declaration of the claimant to the effect that there was a form of discrimination involved in this case.

The following observations from the claimant were received by the Umpire:

"As an employee of the Department of National Defence, having opted in favour of, and contributing to, unemployment insurance since 1953, I have been prejudicially affected by the regulations under the new Unemployment Insurance Act.

"We had assurance from our employer, the Government of Canada, that we would receive as a benefit the right to unemployment insurance on retirement and/or layoff. This condition of employment must be considered an 'enshrined right,' and this provision should be and/or should have been the subject of a special provision under the Act for all former Civil Servants and Public Servants of the Department of National Defence.

"Those Department of National Defence employees laid off because of redundancies or because of Canadian Forces Base closures prior to June 27, 1971 have enjoyed the right of this 'grandfather legislation,' and all others after that date have been and will be penalized, and their contributions have been lost to them, even after having paid income tax on same. In addition, I will be further penalized, as I shall not be in receipt of unemployment insurance until February 1972, and will again be required to pay income tax on any benefits I will receive.

"In addition, I have lost a benefit (severance pay) that was won at the bargaining table and at present applies only to Department of National Defence employees. I further appeal the payment of \$745.28 for 34 days holidays that I did not take during the past two years and three months. My deferred vacation had the approval of the Department of National Defence.

"I believe that severance pay or accumulated vacation leave should not be taken into consideration, for, in my opinion, these payments are delayed wages. I, as claim-

ant, would have received this during my term of employment had it not been for a collective agreement that protected me when I was laid off—namely the Civil Service Act, March 30, 1962.

"The Unemployment Insurance Commission penalizes a claimant for making, through a collective agreement and departmental regulations, any arrangements of this nature. In addition, as no stamps are being paid for this 'waiting period,' the claimant is further penalized after using up this money and then going on unemployment insurance, as he may find himself in the position that his benefit period will be used up, and in my case, 2 stamps are not available to me toward my next claim. I am of the opinion that this is another flagrant device of the Unemployment Insurance Commission to deny unemployment insurance benefits to me.

"In conclusion, unemployment insurance benefits as currently constituted by the new Unemployment Insurance Act, Regulations 172 and 173, is a 'means test,' and I must prove that I am 'penniless' before I can claim my benefits."

The Department of National Defence informed the regional office of the Commission that the payment of severance pay to the claimant was made according to the contract covering the General Services group (supervisory and non-supervisory), of which the claimant was a member.

The Commission's Chief, Entitlement Division, recommended the Board's decision be upheld.

I can understand, said the Umpire, why the claimant feels that he is the victim of unfairness and that his rights have been interfered with by the new regulations. In that, under the new regulations, holiday pay and severance pay is income to be taken into account for the purpose of determining whether an interruption of earnings has occurred and for purposes related to the payment of benefit. The claimant's representative said all that could be usefully said on behalf of the claimant, but the new regulations have been made law and they apply to the claimant's situation here under consideration.

As stated above, the new regulations have come into effect, and the adjudicating authorities, including the Umpire, are obliged to apply them. The appeal is therefore dismissed.

## Railway Arbitration

Five cases were heard in Montreal on September 12, 1972. All of the grievances were dismissed.

**Case No. 372.** Dispute between CN and the United Transportation Union over a conductor's and crew's claims for extra pay.

The conductor's and brakemen's original assignment called for them to work within a 30-mile radius of their home base, but when they reported for duty they were told that they would be doing about 13 miles beyond the 30-mile radius. Two days later they were asked to repeat this assignment. Each time they claimed and were paid on a continuous time basis of 8 hours at straight time and 2 hours and 30 minutes overtime at the road-switcher rates of pay. As well, they had each submitted claims for two additional days pay at through freight rates.

In refusing these additional claims, the company was accused by the union of violating two articles of the collective agreement—namely: "Trainmen assigned to road-switcher service operating on a turn-around basis within a radius of 30 miles . . . will be compensated at a rate per day in excess of the basic daily freight rate . . . Trainmen may be run in and out and through their regularly assigned initial terminal without regard for rules defining completion of trips . . . Eight hours or less shall

constitute a day's work, and time in excess of 8 hours will be paid for on the minute basis . . ." The second article stated: "In all road service, except passenger service, 100 miles or less . . . shall constitute a day's work. Miles in excess of 100 will be paid for at the mileage rates provided."

The arbitrator said that, because the grievors performed work beyond a 30-mile radius, they were entitled to extra pay, and that if this premium had not been paid, the grievance would be allowed to that extent. As far as the second article was concerned, he said, the grievors would be entitled to the minimum referred to for a day's work, but he could not see why they would be entitled to two such payments for the work they did on the day in question. He therefore dismissed the grievances.

**Case No. 373.** Dispute between CN and the United Transportation Union over demerit marks given to a conductor and his brakeman owing to engine damage.

While an engine was en route, its brake shoes caught on fire, causing extensive damage. The company considered both the conductor and the brakeman responsible and subsequently gave the conductor five demerit marks and suspended him for three days. Ten demerit marks were assessed against the brakeman. The union asked that the discipline be removed from both employees and that the conductor be compensated for lost time on the grounds that "the engine is the responsibility of the engineman." The company refused the request.

In his examination of the facts, the arbitrator noted that it was the conductor's responsibility to see that the usual brake test was made and that it was done properly. When the train first attempted to leave the station and then stopped after going only a few feet, the conductor should have called for a quick check of the braking system. He was riding with the engineman in the cab control car, and when he knew that the engineman had not stopped the train deliberately, he checked the brake at the east end of the cab, but neglected to check the very important independent brake on the engine. This oversight, in the arbitrator's opinion, justified the imposed discipline.

The brakeman was responsible for performing a standard brake test before the train left the station, but it was the union's contention that he had not violated the rule because the engine was not "the rear car of the



train." The arbitrator believed that, even though the engine could not be described as a "car," the brakeman ought to have ensured that the brakes were working. Under the circumstances, the arbitrator said, discipline was justified, and both grievances were denied.

**Case No. 374.** Dispute between CN and the Brotherhood of Locomotive Engineers over discipline assessed against a locomotive engineer for violating the Uniform Code of Operating Rules.

The company contended that a train driven by a qualified locomotive engineer passed a stop signal. Although the grievor was not actually driving the engine at the time, he was present in the cab, and there was no question as to his responsibility. Both engineers testified that the signal had turned to approach before they started the train after having brought it to a stop. The union asked that the discipline be removed, but the company denied the request.

In the arbitrator's opinion, there was no doubt of the sincerity of the grievor's statement that the signal had changed to an approach before the train went past it. The train was indeed stopped when the signal was at a stop indication, and there was certainly no reason to believe that the grievor deliberately allowed his train to go past the stop signal. But there was also no doubt in the arbitrator's mind that the train did pass the stop signal, and that the grievor had failed to perceive that it had.

"Because of the obvious seriousness of breaches of signal rules," the arbitrator said, "a strict compliance is indicated. In the circumstances of this case, however, it does not appear justified to impose a very severe penalty. It is proper, then, that the lengthy suspension at first imposed be reduced to the demerit marks, as was done. The latter penalty was, however, justified . . . and the grievance must accordingly be dismissed."

**Case No. 375.** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over a car record clerk's claim for overtime.

The company had called an agent-operator to work four hours on three different rest days. On each of the days worked, the agent-operator spent approximately two hours and 30 minutes doing work normally performed

on a regular working day, and approximately one hour and 30 minutes performing other duties. The grievor, a car record clerk, submitted a grievance claiming four hours pay at the overtime rate, on the basis that some of the duties performed by the agent-operator were those of a car record clerk. The Brotherhood contended that by giving the work to the agent-operator, the company violated the collective agreement.

On reviewing the grievance, the arbitrator agreed with the company that the particular tasks performed on the days in question not only came within a car record clerk's duties, but also could be performed within the scope of the agent-operator's duties. The grievance was therefore dismissed.

**Case No. 376.** Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over a time claim.

Two porters called for service on two different trains decided, with the company's permission, to exchange assignments. The Brotherhood contended, however, that the exchange of assignments was not in accordance with the collective agreement, and that a third man, another porter, was entitled to the time claimed. The company denied the claim on the basis that, in their opinion, there was no violation of the agreement.

In switching assignments, the arbitrator said, neither man had actually refused his assignment. If an assignment had been refused, the grievor would have had cause for complaint because he should have been offered the job. It is true, the arbitrator stated, that the collective agreement does not provide for the exchange of assignments, and that no one would expect to see it included in the agreement. An exchange of assignments, however, is not necessarily a violation of the collective agreement. "In my view, it would be such only if the rights of an employee were adversely affected," he said. The fact that the other two porters had decided for their own convenience, and with the company's permission, to switch their assignments, did in no way affect the position of the grievor. The case was therefore dismissed.

# Certification

The Canada Labour Relations Board met for two days during September. It granted eight applications for certification, rejected two, ordered two representation votes and permitted the withdrawal of two applications. During the month, the Board received five applications for certification and five requests for review of previous decisions.

**Applications for certification granted.** The Public Service Alliance of Canada was certified as the bargaining agent on behalf of a unit of employees of Laurentian Pilotage Authority, Montreal, Qué., employed in Montreal, Québec City, and Les Escoumins, Qué. (LG, Oct., p. 542).

The Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of truck drivers, dockmen and mechanics, employed by D.C.B. Industries Ltée, Montreal, Qué. (LG, Aug., p. 439).

The General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of employees of M.J. Campbell, Inc., Weston, Ont. (LG, Sept., p. 490).

The Teamsters Local Union No. 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of employees of Dallas & Mavis Ltd., Kelowna, B.C. (LG, Oct., p. 544).

The Canadian Union of Public Employees was certified as the bargaining agent on behalf of a unit of security force employees employed by the Cape Breton Development Corporation, Sydney, N.S. (LG, Oct., p. 544).

The National Association of Broadcast Employees and Technicians was certified as the bargaining agent of a unit of employees of Multiple Access Limited, Toronto, Ont., employed at Montreal, Qué., in television broadcasting station CFCF-TV and radio stations CFCF, CFQR-FM and CFCX (LG, Oct., p. 544).

The International Association of Machinists and Aerospace Workers was certified as the bargaining agent on behalf of certain employees of Wardair Canada Ltd., Edmonton, Alta. Certification was granted by way of adding employees classified as baggage handler and baggage handler-cleaner to the unit of the company's employees for which the union was certified on October 27, 1971 (LG, Jan., p. 40; Nov. p. 594).

The Teamsters' Local Union No. 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of trucking employees employed in the Yukon Territory by Dawson Construction Limited, Vancouver, B.C. (LG, Nov., p. 594).

**Applications for certification rejected.** Syndicat des Employés de l'Administration de Pilotage des Laurentides (CSN), applicant, Laurentian Pilotage Authority, Montreal, Qué., respondent, and Public Service Alliance of Canada, intervener. The application was rejected as not having the support of the majority of the employees eligible to cast ballots in the representation vote conducted by the Board (LG, Aug., p. 439) (see Applications for Certification Granted).

Public Service Alliance of Canada, applicant, and Atomic Energy of Canada, Ottawa, Ont., respondent. The Board found that the unit of employees appropriate for collective bargaining comprised certain technical employees in the respondent's Commercial Products division at South March, Ont., and at Tunney's Pasture, Ottawa. The application was rejected as not being supported by the majority of the employees in the unit found appropriate by the Board.



**Representation votes ordered.** The Board ordered a representation vote in an application for certification made by the Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of employees of Roberval Express Limitée, Longueuil, Qué. The name of the presently certified bargaining agent, Syndicat du Transport Routier, will appear on the ballot as well as that of the applicant union (Returning Officer: J. J. de G. Loranger) (LG, Sept., p. 489).

The Board ordered a representation vote in cross applications for certification made by the Public Service Alliance of Canada and Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, in respect of a unit of employees of Pacific Pilotage Authority, Vancouver, B.C. (Returning Officer: R. F. Langford) (LG, Oct., p. 544).

**Applications for certification withdrawn.** Teamsters' Local Union No. 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Van Marnel Construction Company Limited, Whitehorse, Y.T., respondent (LG, Nov., p. 594).

Teamsters' Local Union No. 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Herschel Construction Company Limited, Whitehorse, Y.T., respondent (LG, Nov., p. 594).

**Applications for certification received.** General Truck Drivers' Union Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 141, and Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by Lou's Transport Co. Ltd., Rexdale, Ont. (Investigating Officer: M. K. Carson).

Brotherhood of Locomotive Engineers on behalf of a unit of locomotive firemen, helpers and hostlers, employed by Ontario Northland Railway, North Bay, Ont. (Investigating Officer: H. A. Fisher).

Public Service Alliance of Canada on behalf of a unit of certain head office employees of National Harbour Board, Ottawa (Investigating Officer: A. F. Tulloch).

General Truck Drivers' Union Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of North Queen Transport Limited, Etobicoke, Ont. (Investigating Officer: M. K. Carson).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Air Terminal Transport Ltd., Malton, Ont. (Investigating Officer: M. K. Carson).

**Requests for review received.** Teamsters' Local Union No. 213 (formerly Building Material, Construction and Fuel Truck Drivers' Union, Local 213) International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, is the applicant in five requests for review of Board decisions as follows:

(a) Dated June 4, 1968, in respect of a unit of employees of Yukon Enterprises Limited, Whitehorse, Y.T. (LG 1968, p. 480).

(b) Dated June 13, 1968, in respect of a unit of employees of General Enterprises limited, Whitehorse, Y.T. (LG 1968, p. 543).

(c) Dated June 10, 1970, in respect of a unit of employees of Builders Supplyland, Division of Stratford Motel (Yukon Ltd.), Whitehorse, Y.T., respondent.

(d) Dated March 5, 1971, in respect of a unit of employees employed in the Yukon Territory by Humphrey Construction Ltd., North Vancouver, B.C. (LG 1971, p. 397).

(e) Dated March 5, 1971, in respect of a unit of engineers, conductors and brakemen, employed in the Yukon Territory by The British Yukon Railway Company, Vancouver, B.C. (LG 1971, p. 398).

# Conciliation

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Port Alberni Cable Television Limited, Port Alberni, B.C., and International Brotherhood of Electrical Workers, Local 230 (Conciliation Officer: R. F. Langford).

Messabec Limited, Montréal, Québec, and Canadian Marine Officers' Union (representing licensed engineers employed aboard "M/V Québec") (Conciliation Officer: J. J. de Gaspé Loranger).

CKAC Limited, Montréal, Québec, and United Workers of Radio and Television, Local 291 (CLC) (Conciliation Officer: G. R. Doucet).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alberta, and Hotel and Restaurant Employees' and Bartenders' International Union, Local 93 (Conciliation Officer: George W. Rogers).

Perma Construction Ltd., Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: A. A. Franklin).

Radio Saguenay Limited (CKRS-CKRS-TV) Jonquièrre, Québec, and le Syndicat des employés et techniciens en radio et T.V. Saguenay Lac St-Jean (CSN) (Conciliation Officer: J. J. de Gaspé Loranger).

Logistec Corporation; Terminus Maritime Inc., and Clarke Traffic Services Ltd., Sept-Iles, Québec, and United Steelworkers of America, Local 5197 (Conciliation Officer: S. T. Payne).

Trucking Association of Québec Inc., Montréal, Québec (representing certain trucking companies under federal jurisdiction) and the Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: Marcel Archambault).

Westmount Moving and Warehousing Limited, Montréal, Québec, and the Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: Marcel Archambault).



Radio Futura Ltée (CKVL), Verdun, Québec, and le Syndicat général de la radio (CSN) CKVL (Conciliation Officer: Marcel Archambault).

**Settlements by conciliation officer.** Superior Cartage (Lakehead) Limited, Thunder Bay, Ontario, and Teamsters' International Union, Local 990 (Conciliation Officer: A. E. Koppel) (reassigned to M. K. Carson) (LG, Oct., p. 545).

Yukon Freight Lines Limited, Whitehorse, Y.T., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31 and 362 (Conciliation Officer: R. F. Langford) (LG, Oct., p. 545).

Smit and Cory International Port Towage Limited, Halifax, N.S., and Seafarers' International Union of Canada (Conciliation Officer: C. A. Ogden) (LG, Oct., p. 545).

Len Doey Construction, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford) (LG, Aug., p. 434).

**Conciliation board appointed.** Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing employees of Maintenance, Traffic, Operations and Stores Division) (LG, Sept., p. 491).

**Conciliation board fully constituted.** The Board of Conciliation and Investigation established to deal with a dispute between Lakehead Harbour Commission, Thunder Bay, Ontario, and Lakehead Harbour Police Association (LG, Nov., p. 595) was fully constituted with the appointment of Dr. Arjun P. Aggarwal of Thunder Bay, as chairman. Dr. Aggarwal was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee C. B. Devlin, and union nominee Allan Guerard, both of Thunder Bay.

**Conciliation board report received.** Hudson-Yukon Mining Co. Limited (employees in the Yukon Territory and Tunnel and Rock Workers' Local 168, Labourers' International Union of North America (LG, Nov., p. 596). (Full text appears in Supplement No. 6, 1972).

**Settlements reached after conciliation board procedure.** Canadian Pacific Railway Company (S.S. "Princess of Acadia," Bay of Fundy Service) and Seafarers' International Union of Canada (LG, Oct. p. 546).

Hudson-Yukon Mining Co. Limited (employees in the Yukon Territory) and Tunnel and Rock Workers' Local 168, Labourers' International Union of North America (see above).

**Strike action.** Canada Steamship Lines Limited, Montréal, Québec, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (strike commenced September 8) (LG, Nov., p. 596).

Kraus Transport Ltd., Mississauga, Ontario, and General Truck Drivers' Union, Local 938 (despite earlier walkout, legal strike commenced September 16) (LG, Oct., p. 545).

**Dispute in which conciliation board not appointed.** Kraus Transport Ltd., Mississauga, Ontario, and General Truck Drivers' Union, Local 938 (see above).

**Dispute lapsed.** Voyageur (1969) Inc. (Abitibi Division), and Canadian Brotherhood of Railway, Transport and General Workers (LG, Dec. 1971, p. 803).

# Publications in the library

List No. 284

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

## Anarchism and anarchists

**No. 1—Goldman, Emma.** Red Emma speaks; selected writings and speeches, by Emma Goldman. Compiled and edited by Alix Kates Shulman. [1st ed.] New York, Random House [1972] 413 p.

## Civil service

**No. 2—Lapointe, Gérard.** Essais sur la fonction publique québécoise. [Ottawa, Information Canada, 1971] 338 p.

## Corporations

**No. 3—Conference Board.** The board of directors: new challenges, new directions. New York, 1972. 73 p.

**No. 4—Conference Board.** Corporations and their outside auditors, by Bruce S. Berlin and Francis J. Walsh. New York, 1972. 42 p.

## Day nurseries

**No. 5—Keyserling, Mary (Dublin).** Windows on day care; a report on the findings of members of the National Council of Jewish Women on day care needs and services in their communities. New York, National Council of Jewish Women [c1972] 248 p.

## Economic conditions

**No. 6—Auld, Douglas A. L., ed.** Economics: contemporary issues in Canada. Toronto, Holt, Rinehart and Winston [c1972] ix, 180 p.

**No. 7—Boreham, Gordon Francis.** Economic thinking in a Canadian context [by] Gordon F. Boreham [and] Richard H. Leftwich. Toronto, Holt, Rinehart and Winston of Canada [c1971] viii, 792 p.

**No. 8—Canada. Department of Finance.** Economic review; a general review of recent economic developments, presented by the Hon. John N. Turner, M.P., Minister of Finance. [Ottawa, Information Canada, 1972] 172 p.

## Economic policy

**No. 9—Doern, George Bruce.** Political policy-making: a commentary on the Economic Council's Eighth annual review and the Ritchie Report. [Montreal] Private Planning Association of Canada [1972] 25 p.

## Executive ability

**No. 10—Copeman, George Henry.** The chief executive and business growth; a comparative study in the United States, Britain and Germany. London, Leviathan House [1971] xi, 362 p.

## Great Britain. National Board for Prices and Incomes

**No. 11—Fels, Allan Herbert Miller.** The British Prices and Incomes Board. Cambridge [Eng.] University Press, 1972. 298 p.

## Hours of labour

**No. 12—Wheeler, Kenneth E.** The four-day week; an AMA research report, by Kenneth E. Wheeler, Richard Gurman [and] Dale Tarnowieski. [New York] American Management Association [1972] 41p.



## Industrial disputes

**No. 13—Burgoyne, Arthur Gordon.** Homestead; a complete history of the struggle between the Carnegie Steel Company and the Amalgamated Association of Iron and Steel Workers, July 1892. New York, A. M. Kelly, 1971 [c1893] viii, 298 p.

**No. 14—Vadeboncœur, Pierre.** 366 jours et tant qu'il en faudra; vive les gars de Lapalme, par Pierre Vadeboncœur ... avec la collaboration du Syndicat des employés du transport postal de Montréal (Lapalme-CSN) [Montréal, 1971] 94 p.

## Industry

**No. 15—U.S. Technical Committee on Industrial Classification.** Standard industrial classification manual. 1972 [ed. Washington, GPO, 1972] 649 p.

## Labour history

**No. 16—Committee on Canadian Labour History.** Bulletin no 1. [Toronto, York University, Glendon College, Dept. of History, 1971] 31 p.

## Labour laws and legislation

**No. 17—Canada. Department of Labour** [Explanatory material to accompany Bill C; an act to amend the Canada labour code. Ottawa, 1971-72] Contents: Act to amend the Canada labour code (Part V, Industrial relations); statement issued by the Hon. Martin O'Connell, after first reading. March 27, 1972. Act to amend the Canada labour code (Part V, Industrial relations); highlights and background. March 27, 1972. Bill to revise the Canada labour code (industrial relations and disputes investigation act); statement issued by the Hon. Bryce Mackasey, after first reading. June 28, 1971. Bill to revise the Canada labour code (industrial relations and disputes investigation act); highlights and background. June 28, 1971.

**No. 18—Canada. Parliament. House of Commons.** Bill C; an act to amend the Canada labour code; first reading, 1972 [introduced by] the Minister of Labour. [Ottawa, 1972] 72, [1] p.

**No. 19—Gagnon, Robert.** Droit du travail en vigueur au Québec: textes (recueil provisoire) [par] Robert Gagnon, Pierre Verge [et] Louis LeBel. Québec, Presses de l'Université Laval, 1971. 650 p.

**No. 20—Québec (Province). Laws, Statutes, etc.** Recue des lois du travail. Québec, Ministère du travail et de Main-d'œuvre [1971?] 1 v.

## Labour literature

**No. 21—Lomax, John Avery.** Folk song U.S.A., the 11 best American ballads, collected, adapted and arranged by John A. Lomax and Alan Lomax. New York, Meredith Press, 1968. 407 p.

## Labour mobility

**No. 22—Aronson, Robert Louis.** Components of occupational change in the United States, 1950-1960. Ithaca New York State School of Industrial & Labor Relations, Cornell University, 1969. vii, 85 p.

## Labour organization

**No. 23—Bogaert, Michael van den.** Trade unionism in Indian ports: a case study at Calcutta and Bombay New Delhi, Shri Ram Centre for Industrial Relations [c1970] 196 p.

**No. 24—Canada. Department of Labour. Economics and Research Branch.** Labour organizations in Canada 1971. Organisations de travailleurs au Canada, 1971 Ottawa, Information Canada, 1972. 156 p.

**No. 25—General Council of Trade Unions of Japan (SOHYO).** This is SOHYO; Japanese workers and their struggles, 1972. [Tokyo, 1972] 194 p.

## Labour organization—history

**No. 26—Marlow, Joyce.** The Tolpuddle Martyrs. [London] Andre Deutsch [c1971] 320 p.

## Labour organization—political activities

**No. 27—Stanley, David T.** Managing local government under union pressure [by] David T. Stanley, with the assistance of Carole L. Cooper. Washington, Brookings Institution [c1972] xiii, 177 p.

## **Labour Party (Great Britain)**

**No. 28—Labour Party (Great Britain)** Report of the 10th annual conference of the Labour Party, Brighton, October 4-8, 1971. London, 1972. 404, [1] p.

## **Labour turnover**

**No. 29—Conference Board.** Salesmen's turnover in early employment, by David A. Weeks and Milton J. Stark. New York, 1972] 41 p.

## **Monopolies**

**No. 30—Conference Board.** Antitrust problems and national priorities; competitive measures and competitive acts. Eleventh Conference on Antitrust Issues in Today's Economy; transcript of conference, March 2, 1972. New York, 1972. 37 p.

## **Telecommunication**

**No. 31—Canada. Telecommission.** Regulatory bodies: structures and roles. [Ottawa, Information Canada, 1972] 129 p.

## **Wages and hours**

**No. 32—Nova Scotia. Department of Labour. Economics and Research Division.** Collective agreement survey in Nova Scotia hospitals. Halifax. Library has: 1966, 1969, 1971.

**No. 33—Nova Scotia. Department of Labour. Economics and Research Division.** Collective agreement survey in the building trades of the construction industry. Halifax. Library has: 1967, 1969, 1971.

**No. 34—Ontario. Department of Labour. Research Branch.** Wages, hours of work and overtime pay provisions in selected industries, Ontario, April 1971. [Toronto, 1972] 24 p.

**No. 35—Richardson, Ray.** Fair pay and work: an empirical study of fair pay perception and time span of discretion. Carbondale [Ill.] Southern Illinois University Press [1971] 124 p.

**No. 36—U.S. Bureau of Labor Statistics.** Employee compensation and payroll hours; basic steel manufacturing, 1969. [Washington, GPO, 1972] 15 p.

**No. 37—U.S. Bureau of Labor Statistics.** Industry wage survey; scheduled airlines, August 1970. Washington [GPO, 1972] 34 p.

## **White collar employees**

**No. 38—Canadian Labour Congress. Department of Organization.** Staff organizer's white collar manual. Ottawa [1972?] 30 p.

## **Women—Legal status, laws, etc.**

**No. 39—Leseur-Vautier, Françoise, ed.** British women, 1870-1970 [by] Françoise Leseur-Vautier [and] Henri Kerst. Paris, Masson [c1972] 112 p.

**No. 40—Liberal Party (Canada). Task Force on the Status of Women.** Final report [by] Jan Steele, Esther Greenglass [and] Marie Gibeault. Ottawa, 1972. [12], 7 p.

## **Work simplification**

**No. 41—U.S. Social and Rehabilitation Service.** Work measurement and work simplification; design for organization, implementation, and management of a work study program. [Washington, U.S. Department of Health, Education, and Welfare, Social and Rehabilitation Service, Assistance Payments Administration, [1972] 1 v. (various pagings)



# Labour statistics

| Principal Items   | Date             | Amount  | Percentage Change |               |
|---|------------------|---------|-------------------|---------------|
|   |                  |         | Previous Month    | Previous Year |
| (in thousands)  |                  |         |                   |               |
| TOTAL CIVILIAN LABOUR FORCE*                                      |                  |         |                   |               |
| Week ended September 16, 1972                                     |                  | 8,840   | — 4.7             | + 2           |
| Employed .....  | September        | 8,381   | — 4.4             | + 2           |
| Agriculture .....   | "                | 538     | — 5.6             | — 4           |
| Non-agriculture .....   | "                | 7,842   | — 4.4             | + 2           |
| Paid workers .....  | "                | 7,323   | — 4.7             | + 3           |
| At work 35 hours or more .....                                    | "                | 6,785   | + 5.8             | + 3           |
| At work less than 35 hours .....                                  | "                | 1,212   | + 15.1            | — 2           |
| Employed but not at work .....                                    | "                | 384     | — 70.5            | + 6           |
| Unemployed .....  | "                | 459     | — 8.7             | + 5           |
| Atlantic .....  | "                | 49      | — 5.8             | + 11          |
| Québec .....  | "                | 159     | — 15.0            | — 1           |
| Ontario .....   | "                | 140     | — 4.1             | + 6           |
| Prairie .....   | "                | 50      | — 10.7            | + 6           |
| British Columbia .....  | "                | 61      | — 1.6             | + 22          |
| Without work and seeking work .....                               | "                | 445     | — 7.7             | + 6           |
| On temporary layoff up to 30 days .....                           | "                | 15      | — 28.6            | + 7           |
| INDUSTRIAL EMPLOYMENT (1961 = 100)† .....                         | June             | 132.4   | + 1.8             | + 0           |
| Manufacturing employment (1961 = 100)† .....                      | "                | 125.2   | + 0.5             | + 0           |
| IMMIGRATION .....   | 1st 6 mths. 1972 | 54,313  | —                 | — 8.3         |
| Destined to the labour force .....                                | "                | 27,113  | —                 | — 12.3        |
| STRIKES AND LOCKOUTS .....  |                  |         |                   |               |
| Strikes and lockouts .....  | August           | 89      | — 16.0            | — 29.4        |
| No. of workers involved .....                                     | "                | 36,823  | — 60.0            | + 28.0        |
| Duration in man days .....  | "                | 647,360 | — 44.7            | + 75.2        |
| EARNINGS AND INCOME .....   |                  |         |                   |               |
| Average weekly wages and salaries (ind. comp.)† .....             | June             | 149.05  | + 1.2             | + 8.0         |
| Average hourly earnings (mfg.)† .....                             | "                | 3.51    | —                 | + 6.7         |
| Average weekly hours paid† .....                                  | "                | 40.3    | + 1.3             | + 1.0         |
| Consumer price index (1961 = 100) .....                           | "                | 138.5   | + 0.1             | + 4.1         |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)‡ ..... | "                | 135.7   | + 0.2             | + 3.2         |
| Total labour income (millions of dollars)† .....                  | "                | 4,877.8 | + 3.4             | + 10.2        |
| INDUSTRIAL PRODUCTION† .....                                      |                  |         |                   |               |
| Total (average 1961 = 100) .....                                  | August           | 192.3   | — 0.8             | + 0.6         |
| Manufacturing .....   | "                | 190.1   | — 0.7             | + 2.0         |
| Durables .....  | "                | 215.7   | — 1.0             | — 0.3         |
| Non-durables .....  | "                | 169.8   | — 0.4             | + 4.2         |
| NEW RESIDENTIAL CONSTRUCTION** .....                              |                  |         |                   |               |
| Starts .....  | August           | 19,123  | — 2.6             | —             |
| Completions .....   | "                | 18,865  | + 42.6            | —             |
| Under construction .....  | "                | 158,967 | — 0.4             | —             |

\* Estimates of the labour force, the employed and the unemployed, are from **The Labour Force**, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

\*\*Centres of 10,000 population or more.

# Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

## Strikes and Lockouts, 1967-1972

| Month or Year       | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year |                  |                      |                                    |
|---------------------|---|--|------------------|----------------------|------------------------------------|
|                     |   | Strikes and Lockout                                    | Workers Involved | Duration in Man-Days | Per Cent of Estimated Working Time |
| 1967 .....          | 498   | 522  | 252,018          | 3,974,760            | 0.25                               |
| 1968 .....          | 559   | 582  | 223,562          | 5,032,730            | 0.32                               |
| 1969 .....          | 566   | 595  | 306,799          | 7,751,880            | 0.46                               |
| 1970 .....          | 503   | 542  | 261,706          | 6,539,560            | 0.39                               |
| †1971 .....         | 547   | 569  | 239,631          | 2,866,590            | 0.16                               |
| †1971 -August ..... | 63  | 126  | 28,767           | 369,510              | 0.24                               |
| September .....     | 40  | 118  | 28,021           | 286,600              | 0.22                               |
| October .....       | 38  | 101  | 36,673           | 316,470              | 0.22                               |
| November .....      | 46  | 94   | 20,240           | 232,810              | 0.15                               |
| December .....      | 27  | 81   | 14,171           | 152,590              | 0.10                               |
| †1972-January ..... | 39  | 80   | 16,967           | 133,640              | 0.09                               |
| February .....      | 35  | 78   | 28,153           | 239,330              | 0.16                               |
| March .....         | 40  | 89   | 231,680          | 370,120              | 0.24                               |
| *April .....        | 38  | 94   | 232,706          | 1,812,570            | 1.30                               |
| *May .....          | 50  | 107  | 62,198           | 1,026,810            | 0.65                               |
| *June .....         | 55  | 117  | 118,587          | 1,209,780            | 0.75                               |
| *July .....         | 36  | 106  | 92,102           | 1,162,030            | 0.75                               |
| *August .....       | 29  | 89   | 36,823           | 647,360              | 0.38                               |

\* Preliminary. † Revised

## Strikes and Lockouts, August, 1972, by Industry, (Preliminary)

| Industry                           | In Effect During Month        |                      |                  |          |
|------------------------------------|-------------------------------|----------------------|------------------|----------|
|                                    | Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days |
| Forestry .....                     | —                             | 1                    | 800              | 6,400    |
| Mines .....                        | 2                             | 8                    | 5,138            | 103,440  |
| Manufacturing .....                | 18                            | 49                   | 10,449           | 177,830  |
| Construction .....                 | 3                             | 10                   | 3,811            | 38,380   |
| Transportation and utilities ..... | 4                             | 8                    | 15,463           | 300,780  |
| Trade .....                        | 2                             | 7                    | 361              | 2,730    |
| Finance .....                      | —                             | —                    | —                | —        |
| Service .....                      | —                             | 6                    | 801              | 17,800   |
| Public administration .....        | —                             | —                    | —                | —        |
| ALL INDUSTRIES .....               | 29                            | 89                   | 36,823           | 647,360  |

## Strikes and Lockouts, August, 1972, by Jurisdiction (Preliminary)

| Jurisdiction               | In Effect During Month        |                      |                  |          |
|----------------------------|-------------------------------|----------------------|------------------|----------|
|                            | Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days |
| Newfoundland .....         | —                             | 5                    | 2,664            | 53,260   |
| Prince Edward Island ..... | —                             | —                    | —                | —        |
| Nova Scotia .....          | 1                             | 1                    | 85               | 430      |
| New Brunswick .....        | —                             | 1                    | 294              | 6,470    |
| Quebec .....               | 13                            | 30                   | 6,407            | 116,470  |
| Ontario .....              | 12                            | 32                   | 21,564           | 384,110  |
| Manitoba .....             | —                             | 4                    | 642              | 14,070   |
| Saskatchewan .....         | —                             | 2                    | 473              | 9,530    |
| Alberta .....              | —                             | —                    | —                | —        |
| British Columbia .....     | —                             | 10                   | 1,336            | 18,730   |
| Federal .....              | 3                             | 4                    | 3,358            | 44,290   |
| ALL JURISDICTION .....     | 29                            | 89                   | 36,823           | 647,360  |



# **Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary)**

| Industry<br>—<br>Employer<br>—<br>Location                    | Union  | Workers<br>Involved | Duration in<br>Man-Days |                  | Starting<br>Date    | Major Issues<br>Result  |
|---|--|---------------------|-------------------------|------------------|---------------------|---|
|   |  |                     | August                  | Accu-<br>mulated | Termination<br>Date |   |
| <b>Forestry</b>   |  |                     |                         |                  |                     |   |
| Forest Industrial<br>Relations,<br>Coast-wide, B.C.           | Woodworkers<br>(AFL-CIO/CLC)   | 800                 | 6,400                   | 62,800           | Apr. 17<br>Aug. 14  | Workers want to equalize earn-<br>ings in all camps—73¢ per hr.<br>wage increase, other improve-<br>benefits.   |
| <b>Mines</b>  |  |                     |                         |                  |                     |   |
| <b>Metal</b>  |  |                     |                         |                  |                     |   |
| Iron Ore Co. of<br>Canada,<br>Labrador City, Nfld.            | Steelworkers<br>Locs. 5795 &<br>6731<br>(AFL-CIO/CLC)                        | 1,550               | 35,650                  | 85,250           | June 16<br>—        | Wages, other benefits—  |
| Iron Ore Co. of<br>Canada,<br>Schefferville, Qué.             | Steelworkers<br>Loc. 5567<br>(AFL-CIO/CLC)                                   | 600                 | 13,800                  | 32,400           | June 17<br>—        | Wages, working conditions, pen-<br>sion plan—   |
| Québec Cartier<br>Mining,<br>Gagnon and Port<br>Cartier, Qué. | Steelworkers<br>Loc. 5778<br>(AFL-CIO/CLC)                                   | 1,250               | 28,750                  | 66,250           | June 20<br>—        | Wages, working conditions, pen-<br>sion plan—   |
| Lornex Mining Corp.,<br>Highland Valley, B.C.                 | Steelworkers<br>Loc. 7619<br>(AFL-CIO/CLC)                                   | 400                 | 9,200                   | 17,200           | July 3<br>—         | Hours of work—  |
| Heath Steel Mines<br>Ltd.,<br>Little River, N.B.              | Steelworkers<br>Loc. 5319<br>(AFL-CIO/CLC)                                   | 294                 | 6,470                   | 11,760           | July 6<br>Aug. 31   | Wages—10% wage increase retro-<br>active to June 1, 1972, 8% June 1,<br>1973, 6% June 1, 1974.  |
| Wabush Mines,<br>Wabush, Nfld.                                | Steelworkers<br>Loc. 6285<br>(AFL-CIO/CLC)                                   | 592                 | 7,580                   | 18,150           | July 7<br>Aug. 18   | Wages, job classifications—75¢<br>per hr. increase over 3-yr. agree-<br>ment; other improved benefits.  |
| <b>NON-METAL</b>  |  |                     |                         |                  |                     |   |
| Carey Canadian Mines,<br>East Broughton, Cté<br>Beauce, Qué.  | Metallurgists',<br>Miners and<br>Chemical<br>Workers<br>Federation<br>(CNTU) | 304                 | 810                     | 810              | Aug. 2<br>Aug. 4    | Wages, hours, other benefits—22¢<br>per hr. wage increase in 1972, 20¢<br>in 1973, 23¢ in 1974; 4 weeks va-<br>cation after 17 years, other im-<br>proved benefits. |
| National Asbestos<br>Mines Ltd.,<br>Thetford Mines, Qué.      | Metallurgists',<br>Miners and<br>Chemical Workers<br>Federation<br>(CNTU)    | 148                 | 1,180                   | 1,180            | Aug. 9<br>Aug. 21   | Wages, other matters—Return of<br>workers, further negotiations.  |
| <b>Manufacturing</b>  |  |                     |                         |                  |                     |   |
| <b>FOOD AND BEVERAGES</b>                                     |  |                     |                         |                  |                     |   |
| Dare Food (Biscuit<br>Division) Ltd.,<br>Kitchener, Ont.      | Brewery Workers<br>Loc. 173<br>(AFL-CIO/CLC)                                 | 380                 | 8,360                   | 25,650           | May 26<br>—         | Wages, hours—   |

**Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary) (Cont.)**

| Industry<br>Employer<br>Location  | Union   | Workers<br>Involved | Duration in<br>Man-Days |                  | Starting<br>Date    | Major Issues<br>Result   |
|---|---|---------------------|-------------------------|------------------|---------------------|--|
|   |   |                     | August                  | Accu-<br>mulated | Termination<br>Date |  |
| General Foods Ltd.,<br>Cobourg, Ont.                                    | Food Workers<br>Loc. P1230<br>(AFL-CIO/CLC)                               | 800                 | 800                     | 23,200           | June 21<br>Aug. 2   | Wages—\$1.10 per hr. increase<br>spread over 32-month contract;<br>other improved benefits.  |
| Bonavista Cold<br>Storage Ltd.,<br>Bonavista, Nfld.                     | Food Workers<br>Loc. 1253<br>(AFL-CIO/CLC)                                | 357                 | 8,030                   | 16,480           | June 29<br>—        | Wages, hours, overtime pay, paid<br>holidays—  |
| Chaine Cooperative<br>Du Saguenay,<br>St-Bruno,<br>Lac St-Jean, P. Qué. | Commerce<br>Employees (CNTU)  | 330                 | 4,950                   | 4,950            | Aug. 14<br>—        | Wages, hours, other benefits—  |
| Gorton Pew,<br>Magdalen Islands<br>P. Qué.                              | Steelworkers<br>(AFL-CIO/CLC)   | 425                 | 5,950                   | 5,950            | Aug. 14<br>—        | Not reported—  |
| <b>TOBACCO PRODUCTS</b>   |   |                     |                         |                  |                     |  |
| Simon Cigar Co. Ltd.,<br>St. Laurent, Qué.                              | Tobacco Workers<br>Loc. 328<br>(AFL-CIO/CLC)                              | 280                 | 6,440                   | 11,760           | July 5<br>—         | Not reported—  |
| <b>LEATHER</b>  |   |                     |                         |                  |                     |  |
| Brown Shoe Company<br>of Canada Ltd.,<br>Perth, Ont.                    | United Textile<br>Workers<br>Loc. 365<br>(AFL-CIO/CLC)                    | 158                 | 2,050                   | 2,050            | Aug. 9<br>Aug. 28   | Wages, other benefits—23¢ an hr.<br>increase spread over 30 months;<br>improved sick benefits and vaca-<br>tion with 25 or more years of<br>service. |
| <b>TEXTILES</b>   |   |                     |                         |                  |                     |  |
| Brinton Carpets,<br>Lindsay, Ont.                                       | Textile Workers'<br>Union<br>Loc. 1381<br>(AFL-CIO/CLC)                   | 264                 | 5,810                   | 8,980            | July 14<br>—        | Wages—   |
| <b>KNITTING MILLS</b>   |   |                     |                         |                  |                     |  |
| Morbern Industries<br>Ltd.,<br>Cornwall, Ont.                           | Leather and<br>Plastic Workers<br>Loc. 15<br>(AFL-CIO/CLC)                | 160                 | 320                     | 320              | Aug. 23<br>Aug. 25  | Protesting working conditions—<br>Return of workers pending dis-<br>cussions with the company.   |
| <b>WOOD</b>   |   |                     |                         |                  |                     |  |
| Fourteen firms wood<br>industry,<br>Québec, Qué.                        | Building and<br>Woodworkers'<br>Federation<br>(CNTU)                      | 300                 | —                       | 12,300           | June 5<br>Aug. 1    | Wages, vacations, holidays—\$1.10<br>per hr. increase spread over 3<br>years.  |
| <b>PAPER</b>  |   |                     |                         |                  |                     |  |
| Nashua Canada Ltd.,<br>Peterborough, Ont.                               | Printing<br>Pressmen<br>Loc. 520<br>(AFL-CIO/CLC)                         | 153                 | 510                     | 510              | Aug. 15<br>Aug. 21  | Wages, other benefits—30¢ per hr.<br>increase first year, 30¢ second<br>year; improved fringe benefits.  |
| <b>PRIMARY METALS</b>   |   |                     |                         |                  |                     |  |
| Canadian Reynolds<br>Metals Ltd.,<br>Baie Comeau, Qué.                  | Metallurgists',<br>Miners and<br>Chemical Workers<br>Federation<br>(CNTU) | 960                 | 19,200                  | 44,160           | June 23<br>Aug. 29  | Wages, isolation pay—Not<br>reported.  |



# Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary) (Cont.)

| Industry<br>—<br>Employer<br>—<br>Location                     | Union   | Workers<br>Involved | Duration in<br>Man-Days |                  | Starting<br>Date    | Major Issues<br>Result   |
|--|---|---------------------|-------------------------|------------------|---------------------|--|
|  |   |                     | August                  | Accu-<br>mulated | Termination<br>Date |  |
| Sydney Steel Corporation,<br>Sydney, N.S.                      | Steelworkers<br>Loc. 1064<br>(AFL-CIO/CLC)                                | 237                 |                         | 240              | July 31<br>Aug. 1   | Jurisdictional dispute—N<br>reported.  |
| METAL FABRICATING  |   |                     |                         |                  |                     |  |
| Schlage Lock Co. of<br>Canada Ltd.,<br>Vancouver, B.C.         | Machinists<br>Loc. 692<br>(AFL-CIO/CLC)                                   | 126                 |                         | 5,790            | May 28<br>Aug. 1    | Not reported—63¢ an hr. increa<br>spread over 2 years; addition<br>statutory holiday, other improve<br>benefits. |
| Manitoba Bridge and<br>Engineering Works,<br>Winnipeg, Man.    | Steelworkers<br>Loc. 4087<br>(AFL-CIO/CLC)                                | 275                 | 6,050                   | 17,875           | June 1              | Wages, hours, fringe benefits—   |
| Dominion Bridge<br>Co. Ltd.,<br>Winnipeg, Man.                 | Steelworkers<br>Loc. 4095<br>(AFL-CIO/CLC)                                | 283                 | 6,230                   | 13,310           | June 26             | Wages, fringe benefits—  |
| Locweld and Forge<br>Products Ltd.,<br>Montréal, Qué.          | Steelworkers<br>Loc. 2366<br>(AFL-CIO/CLC)                                | 320                 | 7,360                   | 8,960            | July 25             | Not reported—  |
| Five structural iron<br>and steel companies,<br>Montréal, Qué. | Steelworkers<br>(AFL-CIO/CLC)   | 412                 | 8,630                   | 8,630            | Aug. 2              | Not reported—  |
| London Steel<br>Industries,<br>London, Ont.                    | Steelworkers<br>Loc. 4133<br>(AFL-CIO/CLC)                                | 103                 | 100                     | 100              | Aug. 21<br>Aug. 22  | Not reported—Not reported.   |
| Mueller's Ltd.,<br>Sarnia, Ont.                                | Auto Workers<br>Loc. 456 (CLC)  | 109                 | 600                     | 600              | Aug. 24             | Wages—   |
| TRANSPORTATION<br>EQUIPMENT                                    |   |                     |                         |                  |                     |  |
| De Havilland Aircraft<br>of Canada Ltd.,<br>Downsview, Ont.    | Auto Workers<br>Loc. 112 (CLC)  | 911                 | 20,040                  | 143,020          | Jan. 20<br>—        | Wages, other matters—  |
| Gould Manufacturing<br>of Canada Ltd.,<br>St. Thomas, Ont.     | Machinists<br>Loc. 1975<br>(AFL-CIO/CLC)                                  | 500                 | 11,000                  | 11,500           | July 29<br>—        | Wages, fringe benefits—  |
| Canadian Acme Screw<br>and Gear Ltd.,<br>Weston, Ont.          | Auto Workers<br>Loc. 984 (CLC)  | 500                 | 3,500                   | 3,500            | Aug. 23             | Refusing to grant the company a<br>second 18-month wage freeze—  |
| NON-METALLIC MINERAL<br>PRODUCTS                               |   |                     |                         |                  |                     |  |
| Domtar Construction<br>Materials Ltd.,<br>Delson, Qué.         | Chemical Workers<br>Loc. 602 (CLC)  | 100                 | 2,300                   | 8,800            | Apr. 29<br>—        | Wages, management rights, other<br>matters—  |
| Cegelec Industrie<br>Inc.,<br>La Prairie, Qué.                 | Metallurgists',<br>Miners and<br>Chemical Workers<br>Federation<br>(CNTU) | 170                 | 3,910                   | 13,770           | May 10<br>—         | Delayed negotiations in a new<br>contract—   |
| Pilkington Brothers<br>Canada Ltd.,<br>Scarborough, Ont.       | Glass and<br>Ceramic Workers<br>Loc. 295<br>(AFL-CIO/CLC)                 | 685                 | 15,070                  | 39,050           | June 12             | Seniority, sick pay—   |

# Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary) (Cont.)

| Industry<br>Employer<br>Location  | Union  | Workers<br>Involved | Duration in<br>Man-Days |                  | Starting<br>Date    | Major Issues<br>Result   |
|---|--|---------------------|-------------------------|------------------|---------------------|--|
|   |  |                     | August                  | Accu-<br>mulated | Termination<br>Date |  |
| CHEMICAL PRODUCTS   |  |                     |                         |                  |                     |  |
| DuPont of Canada<br>Ltd.,<br>Maitland, Ont.   | Chemical Workers<br>Loc. 536 (CLC)                   | 535                 | 11,770                  | 46,010           | May 1<br>—          | Wages—   |
| Brockville Chemical<br>Industries Ltd.,<br>Maitland, Ont.   | Chemical Workers<br>Loc. 721 (CLC)                   | 147                 | 1,320                   | 1,320            | Aug. 10<br>Aug. 23  | Wages, cost of living provision,<br>shift and Sunday premiums—44¢<br>per hr. increase spread over 22<br>months; shift premium increased. |
| MISCELLANEOUS<br>MANUFACTURING  |  |                     |                         |                  |                     |  |
| F. Baillargeon Ltée,<br>St-Constant, Qué.   | Chemical Workers<br>(CLC)                            | 121                 | 1,570                   | 1,570            | Aug. 15<br>—        | Not reported—  |
| Sperry Gyroscope<br>(Ottawa) Ltd.,<br>Ottawa, Ont.  | Auto Workers<br>Loc. 641 (CLC)                       | 132                 | 1,320                   | 1,320            | Aug. 18<br>—        | Wages, vacations, holidays, better<br>pension plan—  |
| Construction  |  |                     |                         |                  |                     |  |
| The Saskatchewan<br>Construction<br>Association Labour<br>Relations Council,<br>Various locations,<br>Saskatchewan. | Bricklayers<br>Loc. 1<br>(AFL-CIO/CLC)               | 450                 | —                       | 20,480           | May 29<br>Aug. 1    | Wages—Wage increase, other<br>improvements.  |
| Toronto Construction<br>Association,<br>Metro Toronto, Ont.   | Labourers<br>Loc. 506<br>(AFL-CIO/CLC)               | 1,000               | 4,000                   | 10,000           | July 24<br>Aug. 4   | Wages, other benefits—Not<br>reported.   |
| Kingston Construction<br>Association,<br>Kingston Area, Ont.  | Labourers<br>Loc. 247<br>(AFL-CIO/CLC)               | 103                 | —                       | 620              | July 24<br>Aug. 1   | Wages—75¢ per hr. pay package<br>increases immediately, 20¢ an hr.<br>increase Nov. 1, 1972; other<br>benefit.                           |
| Sault Ste. Marie<br>Builders Exchange,<br>Sault Ste. Marie, Ont.  | Labourers<br>Loc. 1036<br>(AFL-CIO/CLC)              | 300                 | 1,800                   | 2,700            | July 27<br>Aug. 10  | Wages, vacation pay—53¢ per hr.<br>wage package increase eff.<br>Aug. 10, 1972, 20¢ Dec. 1, 1972.  |
| Masonry Contractors<br>Association of<br>Toronto,<br>Metro Toronto, Ont.  | Bricklayers<br>(AFL-CIO/CLC)                         | 1,500               | 19,500                  | 21,000           | July 31<br>Aug. 21  | Wages, fringe benefits—\$1.10<br>per hr. increase over two-year<br>contract; 21¢ in fringe benefits.                                     |
| St-Paul Construction,<br>St-Paul d'Abbotsford,<br>Qué.  | CNTU   | 175                 | 1,230                   | 1,230            | Aug. 23<br>—        | Not reported—  |
| Canadian Electrical<br>Manufacturers Assoc.,<br>Province-wide, Ont.   | Elevator<br>Constructors<br>Loc. 90<br>(AFL-CIO/CLC) | 211                 | 420                     | 420              | Aug. 30<br>—        | Protest over lack of progress in<br>negotiations for a national con-<br>tract—   |
| Transportation and<br>Utilities   |  |                     |                         |                  |                     |  |
| TRANSPORTATION  |  |                     |                         |                  |                     |  |
| *B.C. Maritime<br>Employers Assoc.,<br>Six B.C. ports, B.C.   | Longshoremen &<br>Warehousemen,<br>Loc. 500 (CLC)    | 3,300               | 43,500                  | 43,500           | Aug. 7<br>—         | Hiring hall practices, wages, den-<br>tal care plan, pensions, health,<br>and welfare coverage—  |



# **Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary) (Concluded)**

| Industry<br>—<br>Employer<br>—<br>Location             | Union                                      | Workers<br>Involved | Duration in<br>Man-Days |                  | Starting<br>Date    | Major Issues<br>Result                         |
|--|--|---------------------|-------------------------|------------------|---------------------|--|
|  |  |                     | August                  | Accu-<br>mulated | Termination<br>Date |  |
| POWER, GAS AND WATER                                   |  |                     |                         |                  |                     |  |
| Ontario Hydro<br>(Rotating)<br>Province-wide, Ontario. | Public Employees<br>Loc. 1000 (CLC)        | 12,000              | 255,950                 | 498,740          | June 25<br>—        | Wages, job security, working co-<br>ditions—   |
| Trade  |  |                     |                         |                  |                     |  |
| Paquet Inc.,<br>Quebec, Que.                           | Retail Clerks<br>Loc. 500<br>(AFL-CIO/CLC) | 200                 | 600                     | 4,200            | July 6<br>Aug. 4    | Wages, security of employmen-<br>Not reported. |
| Service  |  |                     |                         |                  |                     |  |
| HEALTH AND WELFARE                                     |  |                     |                         |                  |                     |  |
| Toronto Western<br>Hospital,<br>Toronto, Ont.          | Canadian Union<br>of General<br>Employees  | 675                 | 14,950                  | 24,590           | July 12<br>—        | Job classification, sick leave<br>hours—       |

\*Federal jurisdiction.



# labour gazette

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FOR THE YEAR

1972

er—HON. MARTIN O'CONNELL

in Chief—W. S. DRINKWATER

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Labour  
Canada

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Air Line Flight Attendants' Association  
Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America  
Canadian Lake Carriers  
Canadian Pacific Police Association  
Food and Allied Workers  
Radio and Television Employees  
Seafarers' International Union  
Security Guards of the National Harbours Board
- CANADIAN BRITISH ALUMINIUM COMPANY LIMITED *See* CANADIAN REYNOLDS METALS COMPANY LIMITED
- CANADIAN BROADCASTING CORPORATION  
Certification applications:  
Public Employees: request for review, 543.  
Radio and Television Employees: request for review, 543; granted, 593.  
Disputes:  
Broadcast Employees: CB fully constituted, 44; CB report (Supplement No. 1, 1972) 197; strike action, 197.  
Service Employees: Locals 183, Ottawa and 204, Toronto: settlement, 147.
- CANADIAN DREDGE AND DOCK CO. LIMITED  
Dispute:  
Seafarers: CO appointed, 434; settlement, 545.
- CANADIAN FOOD AND ALLIED WORKERS  
Dispute:  
Ogilvie Flour Mills Company Limited: settlement, 146.
- CANADIAN FREIGHTWAYS LIMITED  
Certification application:  
Teamsters: granted, 198, reasons for judgment (Supplement No. 1, 1972).  
Disputes:  
Teamsters: 90; CB appointed, 197; CB fully constituted, 251; CB report, 313; settlement, 379.  
Truck Drivers: CO appointed, 90.
- CANADIAN LAKE CARRIERS' ASSOCIATION  
Dispute:  
Marine Officers: CB fully constituted, 44; settlement, 147.
- CANADIAN MARCONI COMPANY  
Dispute:  
Salaried Employees' Association (Marconi): settlement, 90.
- CANADIAN MARINE OFFICERS' UNION  
Certification application:  
Messabec Limitée: licensed engineers on "M.V. Québec": 490; granted, 542.  
Disputes:  
Canadian Lake Carriers' Association (representing certain member companies): CB fully constituted, 44; settlement, 147.  
Marine Industries Limited: settlement, 90.  
Messabec Limitée: licensed engineers on "M.V. Québec": 641.
- CANADIAN MERCHANT SERVICE GUILD  
Certification application:  
Furness, Withy and Company Limited: employees on tug "Glenmont": 145; granted, 252.  
Disputes:  
Canadian Pacific Railway (British Columbia Lake and River Service): CB report (Supplement No. 7, 1971) 44; settlement, 91.  
North Fraser Harbour Commissioners: CO appointed, 491.  
Northland Navigation Co. Ltd.: CO appointed, 197; settlement, 378.  
Northland Shipping (1962) Ltd.; CO appointed, 197; settlement, 378.  
Westward Shipping Ltd.: CO appointed, 434; settlement, 492.
- CANADIAN NATIONAL HOTELS LIMITED  
Disputes:  
Hotel and Restaurant Employees: Macdonald Hotel, Edmonton: CO appointed, 641.  
Railway, Transport and General Workers: Bessborough Hotel, Saskatoon, Sask.: CB fully constituted, 91; CB report (Supplement No. 2, 1972) 251; settlement, 313.  
Railway, Transport and General Workers: Chateau Laurier Hotel, Ottawa: CO appointed, 434; CB appointed 493; CB fully constituted, 546.  
Railway, Transport and General Workers: Fort Garry Hotel, Winnipeg: CB fully constituted, 147; CB report, 313; settlement, 436.
- CANADIAN NATIONAL NEWFOUNDLAND STEAMSHIP SERVICE  
Dispute:  
Railway, Transport and General Workers: CO appointed, 378, settlement, 545.
- CANADIAN NATIONAL RAILWAYS  
Certification applications:  
Longshoremen: freight handlers and longshoremen, Mulgrave, N.S.: 311; rejected, 543.  
Railway, Transport and General Workers: licensed officers, Sarnia-Port Huron car ferry service: granted, 40.  
Railway, Transport and General Workers: unlicensed employees, Sarnia-Port Huron car ferry service: granted, 40.



# CERTIFICATION AND CONCILIATION PROCEEDINGS

## Dispute:

Railway, Transport and General Workers: Yarmouth-Bar Harbour Ferry Service: CO appointed, 378; settlement, 545.

## CP Air

### Dispute:

Hotel and Restaurant Employees: cafeteria and flight kitchen employees, Vancouver International Airport: CO appointed, 90; settlement, 146.

## CANADIAN PACIFIC

### Certification applications:

Canadian Pacific Police Association: police officers, Atlantic Region: 145; lapsed, 376.

Canadian Pacific Police Association: police officers, Eastern Region: 145; lapsed, 376.

Canadian Pacific Police Association: system-wide unit of policemen, Montreal: 376; granted, 592.

Canadian Pacific Police Association: system-wide unit of security guards, Montreal: 376; granted, 592.

Telecommunications Workers: unit of radio technicians, Montreal: 199; granted, 310.

Telegraph Workers: unit of radio technicians, Montreal: 199; granted, 310.

### Disputes:

Railway, Transport and General Workers: S.S. "Princess of Acadia", Bay of Fundy Service: CO appointed, 377; settlement, 435.

Seafarers: S.S. "Princess of Acadia", Bay of Fundy Service: CO appointed, 250; CB appointed, 379; CB fully constituted, 493; CB report (Supplement No. 4, 1972) 546; settlement, 642.

## CANADIAN PACIFIC AIR LINES, LIMITED

### Certification application:

Railway, Airline and Steamship Clerks: System Division No. 7: unit of flight crew clerks and flight pairing clerks: granted, 144.

## CANADIAN PACIFIC POLICE ASSOCIATION

### Certification applications:

Canadian Pacific Ltd.: police officers, Atlantic Region: 145; lapsed, 376.

Canadian Pacific Ltd.: police officers, Eastern Region: 145; lapsed, 376.

Canadian Pacific Limited: system-wide unit of policemen, Montreal: 376; granted, 592.

Canadian Pacific Limited: system-wide unit of security guards, Montreal: 376; granted, 592.

## CANADIAN PACIFIC RAILWAY COMPANY (B.C. COAST STEAMSHIP SERVICE)

### Dispute:

Seafarers: CO appointed, 378; settlement, 545.

## CANADIAN PACIFIC RAILWAY COMPANY (B.C. LAKE AND RIVER SERVICE)

### Disputes:

Canadian Merchant Service Guild: CB report (Supplement No. 7, 1971) 44; settlement, 91.

Railway, Transport and General Workers: CB report (Supplement No. 7, 1971) 44.

## CANADIAN REYNOLDS METALS COMPANY LIMITED

### Certification application:

Le syndicat national des employés de l'Aluminium de Baie Comeau: granted, 40; change of name from Canadian British Aluminium Company Limited, 40.

## CANADIAN TELECOMMUNICATIONS UNION

### Certification application:

Canadian Pacific Limited: unit of radio technicians, Montreal: 199; granted, 310.

## CANADIAN TRANSIT COMPANY

### Dispute:

Teamsters: CO appointed, 43; CB appointed, 251; CB fully constituted, 379; CB report (Supplement No. 4, 1972), 546; strike action, 596.

## CANADIAN TRANSPORTATION WORKERS' UNION *See* NATIONAL COUNCIL OF CANADIAN LABOUR

## CANADIAN UNION OF PUBLIC EMPLOYEES

### Certification applications:

Canadian Broadcasting Corporation: request for review, 543.

Cape Breton Development Corporation: security force officers: 544; granted, 639.

Télécablé de Québec Inc.: 89; granted, 310.

### Disputes:

Télécablé de Québec Inc.: unit of operating employees: CO appointed, 595.

Télécablé de Québec Inc.: unit of salesmen: CO appointed, 595.

## CAPE BRETON DEVELOPMENT CORPORATION

### Certification application:

Public Employees: security force officers: 544; granted, 639.

### Disputes:

Railway, Transport and General Workers: clerical employees: Coal Division: CO appointed, 146; CB appointed, 197; CB fully constituted, 251.

Railway, Transport and General Workers: technical employees: Coal Division: CO appointed, 146; CB appointed, 197; CB fully constituted, 251; CB report (Supplement No. 3, 1972) 436; settlement, 436.

## CAPE BRETON RADIO LTD. *See* RADIO CAPE BRETON LTD.

## CAPITAL CITY TRANSPORT LIMITED

### Certification application:

Teamsters: 199; withdrawn, 253.

### Intervener, certification application:

Transport Workers: National Council of Canadian Labour: withdrawn, 253.

## A. V. Carlson CONSTRUCTION LTD.

### Certification application:

Carpenters and Joiners: unit of employees in N.W.T.: 376; granted, 488.

## INDEX

### Dispute:

Carpenters and Joiners: unit of carpenters, District of MacKenzie, N.W.T.: CO appointed, 595.

### CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF

#### Certification applications:

Bird Construction Co. Ltd.: unit of employees in N.W.T.: 376; granted, 488.

A. V. Carlson Construction Ltd.: unit of employees in N.W.T.: 376; granted, 488.

Plains Dresser Limited: unit of carpenters and apprentices, N.W.T.: 41; granted, 88.

Poole Construction Limited: unit of employees in N.W.T.: granted, 88; request for review denied, 145.

Solar Construction Northern Limited: rejected, 40.

#### Disputes:

Bird Construction Co. Ltd.: unit of carpenters, District of MacKenzie, N.W.T.: CO appointed, 595.

A. V. Carlson Construction Ltd.: unit of carpenters, District of MacKenzie, N.W.T.: CO appointed, 595.

Len Doey Construction: CO appointed, 434; settlement, 642

General Enterprises: employees in Yukon Territory: CO appointed, 434; settlement, 492.

Humphrey Construction Ltd.: employees in Yukon Territory: CO appointed, 434; settlement, 492.

G. W. Ledingham (Yukon) Ltd.: employees in Yukon Territory: CO appointed, 434; settlement, 492.

918 Construction Ltd.: CO appointed, 434; settlement, 492.

Parkins Construction Ltd.: employees in Yukon Territory: CO appointed, 434; settlement, 492.

Pine Tree Construction Co. Ltd.: employees in Yukon Territory: CO appointed, 434; settlement, 492.

Poole Construction Limited: employees in N.W.T.: CO appointed, 146; CB appointed, 379; CB fully constituted, 436; CB report (Supplement No. 4, 1972) 493.

Yukon Construction Company Ltd.: settlement, 43.

### CENTRAL TRUCK LINES LTD.

#### Dispute:

Transport Drivers: CO appointed, 312; CB appointed, 435; CB fully constituted, 493; CB report (Supplement No. 4, 1972) 546; settlement, 596.

### CFTO-TV LIMITED

#### Certification applications:

Broadcast Employees: 145; rejected, 253; reasons for judgment (Supplement No. 3, 1972) 438.

Plant Guard Workers: unit of security guards: 544.

#### Intervener, certification application:

Theatrical Stage Employees: production technicians: rejected, 253; reasons for judgment (Supplement No. 3, 1972) 438.

### CHANNEL SEVEN TELEVISION LIMITED (CJAY-TV)

#### Dispute:

Broadcast Employees: strike terminated, 44.

### CHAPMAN TRANSPORT LIMITED

#### Disputes:

Teamsters: CO appointed, 312; settlement, 378; CB not appointed, 379.

Truck Drivers: CO appointed, 312.

### CHARLOTTETOWN STEAMSHIP COMPANY LIMITED

#### Certification application:

Labourers: withdrawn, 89; new application, 89; granted, 310.

#### Dispute:

Labourers: CO appointed, 545.

### CHARTERWAYS CO. LIMITED

#### Dispute:

Amalgamated Transit Union: settlement, 44.

### CHLT RADIO SHERBROOKE LTÉE

#### Certification application:

Broadcast Employees: request for review, 310.

#### Dispute:

Broadcast Employees: settlement, 147.

### CHLT TELE-7 LTÉE

#### Certification application:

Broadcast Employees: request for review, 310.

#### Dispute:

Broadcast Employees: settlement, 147.

### CJTR RADIO TROIS-RIVIERES LIMITEE

#### Certification applications:

Association des employés de CJTR Radio Trois-Rivières Limitée: application for revocation rejected, 199, reasons for judgment, (Supplement No. 1, 1972).

Syndicat des Journalistes de Montréal: 199; application for revocation, 438; granted, 489.

### CARTAGE AND MISCELLANEOUS EMPLOYEES' UNION

#### Disputes:

Trucking Association of Quebec Inc.: certain trucking companies under federal jurisdiction: CO appointed, 641.

Westmount Moving and Warehousing Limited: CO appointed, 641.

### CASSIAR ASBESTOS CORPORATION

#### Certification application:

Steelworkers: unit of employees, Clinton Creek and Whitehorse, Yukon Territory: application for revocation, 438; granted, 593.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

#### Certification applications:

Allied and Technical Workers: 253; granted, 375; 543.

Operating Engineers: employees at Benny Farm Housing Project: request for review, 489; granted, 543.

Public Service Alliance of Canada: unit of print shop employees: 376; granted, 438.



## CERTIFICATION AND CONCILIATION PROCEEDINGS

### CKAC LIMITED

Certification application:

Broadcast Employees: 490.

Dispute:

Radio and Television Workers: CO appointed, 641.

### CKCH RADIO LIMITEE

Certification application:

Broadcast Employees: 41; granted, 88.

### CKTS RADIO SHERBROOKE LTEE

Certification application:

Broadcast Employees: request for review, 311.

### CLARKE TRAFFIC SERVICES LTD.

Dispute:

Steelworkers: CO appointed, 641.

### COLONIAL COACH LINES LTD. *See VOYAGEUR COLONIAL LIMITED*

### COMMERCIAL TRUCK COMPANY LIMITED

Dispute:

Teamsters: CO appointed, 146; settlement, 251.

### COMMUNICATION WORKERS OF CANADA

Certification application:

Northern Telephone Limited: 544; 594.

### LA COMPAGNIE DE RADIODIFFUSION CKCH DE HULL LIMITEE

Dispute:

Broadcast Employees: settlement, 44.

### LA COMPAGNIE DE RADIODIFFUSION DE MATANE LTEE

Dispute:

Broadcast Employees: CO appointed, 42; settlement, 90.

### COMPAGNIE GASPÉSIENNE DE RADIODIFFUSION LIMITEE

Certification application:

Syndicat des employés de C.H.N.C. New Carlisle (CSN):  
199; granted, 437.

### CONRAD BROTHERS LIMITED

Dispute:

Railway, Transport and General Workers: CO appointed,  
491; settlement, 545.

### CONSOLIDATED AVIATION FUELING OF TORONTO LTD.

Dispute:

Machinists: Toronto International Airport: CB fully con-  
stituted, 43; settlement, 91.

### CONSOLIDATED-BATHURST LIMITED

Certification application:

Pulp, Sulphite and Paper Mill Workers: Chaleur Division:  
490; representation vote, 593.

### CONTINENTAL EXPRESS LINES LTD.

Certification application:

Teamsters: unit of drivers, dockmen and helpers, Montreal  
Terminal: formerly M & P Transports Ltd.: request  
for review, 438; 593.

### CO-OPERATIVE DE TRANSPORT MARITIME ET AERIEN

Certification applications:

Labourers: withdrawn, 89; new application, 89; granted,  
310.

Seafarers: unit of unlicensed personnel: 544.

Seafarers: unit of employees: 594.

Dispute:

Labourers: CO appointed, 545.

### N. CORBETT FEEDS LTD.

Certification application:

Meat Cutters and Butcher Workmen: 311; withdrawn, 376.

### CRAWLEY & MCCrackEN COMPANY LIMITED

Certification applications:

Machinists: unit of food preparation and handling employees,  
catering contract, Quebec North Shore & Labrador Rail-  
way: 41; granted, 144.

Machinists: unit of office and clerical employees, catering  
contract, Quebec North Shore & Labrador Railway: 41;  
granted, 144.

Dispute:

Machinists: CO appointed, 377; settlement, 492.

## D

### D.C.B. INDUSTRIES LTEE

Certification application:

Teamsters: 439; granted, 639.

### DALLAS AND MAVIS FORWARDING Co. (CANADA) LTD.

Certification application:

Teamsters: 544; granted, 639.

### DAVINDER FREIGHTWAYS LTD.

Certification application:

Teamsters: 199; granted, 310.

### DAWSON CONSTRUCTION LIMITED

Certification applications:

Operating Engineers: 490; granted, 542.

Teamsters: 594; granted, 639.

### DEFENCE CONSTRUCTION (1951) LIMITED

Certification application:

Public Service Alliance of Canada: rejected, 41.

### LES DEMENAGEMENTS COTE LTEE

Dispute:

Transport Drivers, Warehousemen and Helpers: settlement,  
146.

### DÉMÉNAGEMENT STE-FOY/MOVING INC.

Certification application:

Syndicat national des employés de l'alimentation en gros de  
Québec Inc.: granted, 144.

Dispute:

Syndicat national des employés de l'alimentation en gros  
de Québec Inc.: CO appointed, 312; settlement, 378.

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### DETROIT AND CANADA TUNNEL CORPORATION

#### Dispute:

Auto Workers: CB appointed, 90; CB fully constituted, 197; settlement, 436.

### P. DICKSON TRUCKING LIMITED

#### Certification application:

Railway, Transport and General Workers: 41; granted, 145.

### LEN DOEY CONSTRUCTION

#### Dispute:

Carpenters: CO appointed, 434; settlement, 642.

### DOMAN-MARPOLE TRANSPORT LIMITED

#### Certification application:

Teamsters, rejected, 40.

### DOMINION CATERING COMPANY LIMITED

#### Dispute:

Steelworkers: CO appointed, 90; settlement, 146.

### DON'S BACKHOE SERVICE

#### Certification application:

Teamsters: unit of truck and equipment operators: 594.

### DUBUC TANK LINES LIMITED

#### Certification application:

Teamsters: 199; granted, 310.

## E

### EASTERN OFFSHORE SERVICES

#### Certification applications:

Longshoremen: unit of freight handlers and longshoremen: 311; granted, 592.

Longshoremen: unit of longshoremen: 311; withdrawn, 311.

### ED'S CONSTRUCTION YUKON LIMITED

#### Certification application:

Teamsters: 594.

### EDMONTON TRANSFER LTD.

#### Certification application:

Teamsters: 253; withdrawn, 311.

### ELDORADO NUCLEAR LIMITED

#### Dispute:

Steelworkers: Mining and Exploration Division: strike terminated, 91.

### ELECTRICAL WORKERS, INTERNATIONAL BROTHERHOOD OF

#### Certification applications:

Alberni Cable T.V. Limited: technical employees: 439; granted, 488.

British Columbia Television Broadcasting System Limited: unit of technical employees: 544.

Victoria Cablevision Ltd.: 439; granted, 488.

#### Dispute:

Alberni Cable Television Limited: CO appointed, 641.

### EMPIRE STEVEDORING CO. LTD.

#### Certification application:

Longshoremen and Warehousemen: 253; withdrawn, 376.

### ESSEX TERMINAL RAILWAY COMPANY

#### Dispute:

Maintenance of Way Employees (The General Committee for Canada): CO appointed, 42; settlement, 43.

## F

### LES FARINES PHENIX LIMITEE

#### Certification application:

Syndicat national des employés des Farines Phénix Ltée: unit of flour milling employees: request for review, 593.

#### Dispute:

Syndicat national des employés des Minoteries Phénix (CSN): CO appointed, 377; settlement, 491.

### FOOD AND ALLIED WORKERS, CANADIAN

#### Certification application:

Inter-Ocean Grain Company Limited (Weyburn Mills): 253; rejected, 375.

#### Disputes:

Maple Leaf Mills Limited: settlement, 251.

Robin Hood Multifoods Limited: office employees: CO appointed, 312; settlement, 435.

Robin Hood Multifoods Limited: plant employees: CO appointed, 251; settlement, 435.

#### Intervener, certification application:

Bryan Bakken (et al.): rejected, 375.

### FURNESS, WITHY AND COMPANY LIMITED

#### Certification application:

Canadian Merchant Service Guild: employees on tug "Glenmont": 145; granted, 252.

## G

### G. GAGNE TRANSPORT LTEE

#### Certification application:

Syndicat national des employés de l'alimentation en gros de Québec Inc.: granted, 144.

#### Dispute:

Syndicat national des employés de l'alimentation en gros de Québec Inc.: CO appointed, 312; settlement, 378.

### GAGNON AIR SERVICE LTEE

#### Certification application:

Syndicat des employés de l'aviation régionale (CSN): application for revocation, 89; application for revocation rejected, 199.

### GENERAL DRIVERS, WAREHOUSEMEN AND HELPERS

#### Dispute:

Leamington Transport (Western) Ltd.: CO appointed, 90; settlement, 435.



## CERTIFICATION AND CONCILIATION PROCEEDINGS

### GENERAL ENTERPRISES LIMITED

#### Certification application:

Teamsters: request for review, 640.

#### Disputes:

Carpenters: employees in Yukon Territory: CO appointed, 434; settlement, 492.

Operating Engineers: employees in Yukon Territory: CO appointed, 378; settlement, 492.

### GENERAL TRUCK DRIVERS AND HELPERS

#### Disputes:

British Yukon Navigation Company Limited: CO appointed, 251; settlement, 435.

British Yukon Railway Company: CO appointed, 251; settlement, 435.

Canadian Freightways Limited: CO appointed, 90.

Chapman Transport Limited: CO appointed, 312; settlement, 378; CB not appointed, 379.

Kraus Transport Ltd.: CO appointed, 545; strike action, 642; CB not appointed, 642.

Loiselle Transport Ltd.: CO appointed, 90.

W. C. Norris Limited: CO appointed, 435; settlement, 493.

Northern Quebec Transport Inc.: CO appointed, 312; settlement, 378.

### GILL ALLTRANS EXPRESS LTD.

#### Dispute:

Teamsters: CO appointed, 146; settlement, 251.

### T. C. GORMAN

#### Dispute:

Seafarers: settlement, 545.

### GRAIN MILLERS, AMERICAN FEDERATION OF

#### Certification application:

McCarthy Milling Company Limited: 253; 311; withdrawn, 311; granted, 437.

#### Dispute:

Spruceleigh Farms (Canada Packers Limited): CO appointed 146; settlement, 197.

### GREAT LAKES PILOTAGE AUTHORITY

#### Certification application:

Public Service Alliance of Canada: 376; granted, 488.

### GREY GOOSE BUS LINES LTD.

#### Certification application:

Association of employees of Grey Goose Bus Lines Ltd.; Thiessen Bus Lines Ltd.; and Red River Motor Coach Lines Ltd.: unit of maintenance and express employees, 594.

### GREYHOUND LINES OF CANADA LTD.

#### Dispute:

Amalgamated Transit Union: CO appointed, 312; settlement, 491.

### GRIMSHAW TRUCKING AND DISTRIBUTING LTD.

#### Dispute:

Teamsters: CO appointed, 312; settlement, 378.

### GUENTHER TUCKEY TRANSPORTS LTD.

#### Certification application:

Transportation Workers: 253; granted, 375.

### MAURICE GUILLEMETTE INC.

#### Dispute:

Railway, Transport and General Workers: settlement, 43.

## H

### HALL DISTRIBUTORS LIMITED

#### Certification application:

Brewery Workers: 489; granted, 593.

### HALTERM LIMITED

#### Dispute:

Longshoremen: CO appointed, 435; settlement, 545.

### HARVIE FORREST INDUSTRIES LTD.

#### Certification application:

Seafarers: unlicensed personnel on towboats: 311; withdrawn, 376.

### HENDERSON LUMBER CO. LTD.

#### Certification application:

Longshoremen: unit of employees loading pulpwood on vessels: 311; withdrawn, 489.

### HENDRIE AND COMPANY LIMITED

#### Dispute:

Railway, Transport and General Workers: CO appointed, 197; CB not appointed, 313; settlement, 379.

### HERSCHEL CONSTRUCTION COMPANY LIMITED

#### Certification application:

Teamsters: 594; withdrawn, 640.

### HILL SECURITY LTD.

#### Certification application:

Teamsters: granted, 375.

#### Dispute:

Teamsters: CO appointed, 146; settlement, 251.

### HOTEL AND RESTAURANT EMPLOYEES AND BARTENDERS INTERNATIONAL UNION

#### Disputes:

CP Air: cafeteria and flight kitchen employees, Vancouver International Airport: CO appointed, 90; settlement, 146.

Cal-Van-Canus Catering Services Limited: CO appointed, 491; settlement, 595.

Canadian National Hotels Limited: Macdonald Hotel, Edmonton: CO appointed, 641.

### HUDSON-YUKON MINING CO. LIMITED

#### Certification application:

Labourers: 145; granted, 252.

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### Dispute:

Labourers: employees in Yukon Territory: CO appointed, 378; CB appointed, 493; CB fully constituted, 596; CB report (Supplement No. 6, 1972) 642; settlement, 642.

### HUGHES AIR CORPORATION

#### Certification application:

Air Line Employees: ramp, ticket and freight office employees: Air West: granted, 40.

### HUMPHREY CONSTRUCTION LTD.

#### Certification application:

Teamsters: unit of employees, Yukon Territory: request for review, 640.

#### Disputes:

Carpenters: employees in Yukon Territory: CO appointed, 434; settlement, 492.

Operating Engineers: employees in Yukon Territory: CO appointed, 378; settlement, 492.

## I

### IMPERIAL ROADWAYS LIMITED

#### Certification application:

Teamsters: unit of yard maintenance employees and city drivers, Winnipeg: granted, 40.

### INSPIRATION DRILLING

#### Dispute:

Steelworkers: Division of Dresser Industries Canada Ltd.: CO appointed, 434; settlement, 435.

### INTERNATIONAL UNIONS *See under*—

Air Line Employees' Association

Allied and Technical Workers of the United and Canada

Brewery, Flour, Cereal and Soft Drink and Distillery Workers of America

Electrical Workers

Hotel and Restaurant Employees and Bartenders

Longshoremen's and Warehousemen's Union

Longshoremen's Association

Machinists and Aerospace Workers

Oil, Chemical and Atomic Workers

Operating Engineers

Plant Guard Workers of America

Pulp, Sulphite and Paper Mill Workers

Service Employees

Teamsters, Chauffeurs, Warehousemen and Helpers of America

### INTER-OCEAN GRAIN COMPANY LIMITED

#### Certification application:

Food and Allied Workers: 253; rejected, 375.

## J

### JESSIMAN BROS. CARTAGE LTD.

#### Certification application:

Letter Carriers: mail couriers and sorters: lapsed, 438.

### JOHNSTON TERMINALS LTD.

#### Certification application:

Teamsters: rejected, 438 (reasons for judgment, Supplement No. 4, 1972).

### JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA

#### Dispute:

Atomic Energy of Canada Limited: Whiteshell Nuclear Research Establishment, Pinawa, Man.: strike terminated, 147.

## K

### KARLSEN SHIPPING CO. LTD.

#### Certification applications:

Railway, Transportation and General Workers: unlicensed personnel on "Brandal" and "Minna": 594.

Seafarers: unlicensed personnel on "Martin Karlsen": 439.

### J. KEARNS TRANSPORT LTD. DRIVERS' ASSOCIATION

#### Certification application:

Maccam Transport Ltd.: unit of truck drivers: 42; granted, 145.

### KEL TRUCK SERVICE LTD.

#### Certification application:

National Council of Canadian Labour: transport workers: 439; reasons for judgment, 543.

#### Intervener, certification application:

Teamsters: reasons for judgment, 543.

### KENT DRIVER SERVICES LIMITED

#### Dispute:

Teamsters: CO appointed, 146; strike action, 313.

### KENT LINE LIMITED

#### Certification application:

Seafarers: unlicensed employees on "Irvingwood"; granted, 198 (Reasons for Judgment, Supplement No. 1, 1972).

#### Dispute:

Seafarers: CO appointed, 491; CB appointed, 545; CB fully constituted, 595.

### KENWOOD'S MOVING AND STORAGE LIMITED

#### Certification application:

Teamsters: 544.



## CERTIFICATION AND CONCILIATION PROCEEDINGS

### KINGSWAY FREIGHTLINES LIMITED

#### Certification application:

Teamsters: Burnaby, Edmonton, Calgary, Medicine Hat, Lethbridge: granted, 144.

### KORDYBAN TRANSPORT LTD.

#### Dispute:

Teamsters: CO appointed, 491; CB not appointed, 596.

### KRAUS TRANSPORT LIMITED

#### Certification application:

Teamsters: 253; representation vote, 375; granted, 488.

#### Dispute:

Truck Drivers: CO appointed, 545; strike action, 642; CB not appointed, 642.

## L

### LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA

#### Certification application:

Hudson-Yukon Mining Co. Limited: 145; granted, 252.

#### Dispute:

Hudson-Yukon Mining Co. Limited: employees in Yukon Territory: CO appointed, 378; CB appointed, 493; CB fully constituted, 596; CB report (Supplement No. 6, 1972) 642; settlement, 642.

### LABOURERS' PROTECTIVE UNION

#### Certification applications:

Charlottetown Steamship Company Limited: withdrawn, 89; new application, 89; granted, 310.

Co-opérative de Transport Maritime et Aérien: withdrawn, 89; new application, 89; granted, 310.

#### Disputes:

Charlottetown Steamship Company Limited: CO appointed, 545.

Co-opérative de Transport Maritime et Aérien: CO appointed, 545.

H. B. Willis Incorporated: CO appointed, 545.

### LAKEHEAD HARBOUR COMMISSION

#### Dispute:

Lakehead Harbour Police Association: CO appointed, 377; CB appointed, 595; CB fully constituted, 642.

### LAKEHEAD HARBOUR POLICE ASSOCIATION

#### Dispute:

Lakehead Harbour Commission: CO appointed, 377; CB appointed, 595; CB fully constituted, 642.

### LAPOINTE TRANSPORT LIMITEE

#### Certification application:

Teamsters: 89; representation vote, 199; rejected, 375.

### LARIVIERE TRANSPORT LIMITEE

#### Certification application:

Teamsters: 253; granted, 437.

#### Dispute:

Transport Drivers: CO appointed, 545; settlement, 595.

### LAURENTIAN PILOTAGE AUTHORITY

#### Certification applications:

Public Service Alliance of Canada: 439; representation vote, 542; granted, 639.

Syndicat des employés de l'Administration de Pilotage des Laurentides (CSN): 439; representation vote, 542; rejected, 639.

#### Intervener, certification application:

Public Service Alliance of Canada: rejected, 639.

### LEAMINGTON TRANSPORT (WESTERN) LTD.

#### Dispute:

Drivers and Warehousemen: CO appointed, 90; settlement, 435.

### G. W. LEDINGHAM (YUKON) LTD.

#### Disputes:

Carpenters: employees in Yukon Territory: CO appointed, 434; settlement, 492.

Operating Engineers: employees in Yukon Territory: CO appointed, 378; settlement, 492.

### LETTER CARRIERS UNION OF CANADA

#### Certification application:

Jessiman Bros. Cartage Ltd.: mail couriers and sorters: lapsed, 438.

### LOCOMOTIVE ENGINEERS, BROTHERHOOD OF

#### Certification application:

Ontario Northland Railway: unit of locomotive firemen, helpers and hostlers: 640.

#### Dispute:

Quebec North Shore and Labrador Railway Company: CO appointed, 377; settlement, 491.

### LOGISTEC CORPORATION

#### Dispute:

Steelworkers: CO appointed, 641.

### LOISELLE TRANSPORT LIMITED

#### Certification application:

Teamsters: 252 (reasons for judgment, Supplement No. 2, 1972), granted, 488; request for review, 489.

#### Disputes:

Teamsters: CO appointed, 90; CB appointed, 197; CB fully constituted, 251; CB report, 313; settlement, 379.

Truck Drivers: CO appointed, 90.

### LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION, INTERNATIONAL

#### Certification applications:

Empire Stevedoring Co. Ltd.: 253; withdrawn, 376.

Pacific Pilotage Authority: 544; representation vote, 640.

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### Disputes:

British Columbia Maritime Employers' Association: Canadian Area: CO appointed, 491; CB appointed, 493; CB fully constituted, 546; CB report (Supplement No. 5, 1972) 596; strike action, 596.

National Harbours Board: Port of Vancouver: settlement, 44.

### LONGSHOREMEN'S ASSOCIATION, INTERNATIONAL

#### Certification applications:

Bunge of Canada Limited: unit of grain elevator employees: 544.

Canada Steamship Lines: rejected, 252.

Canadian National Railways: freight handlers and longshoremen, Mulgrave, N.S.: 311; rejected, 543.

Eastern Offshore Services: freight handlers and longshoremen: 311; granted, 592.

Eastern Offshore Services: unit of longshoremen: 311; withdrawn, 311.

Henderson Lumber Co. Ltd.: unit of employees loading pulpwood on vessels: 311; withdrawn, 489.

Terminus Maritime Inc.: unit of dockworkers, Port of Montreal: 42; granted, 145.

F. K. Warren Co. Ltd.: 311; withdrawn, 311.

Williams and Simpson's Co. Ltd.: unit of employees loading pulpwood aboard vessels: 311; withdrawn, 489.

### Disputes:

Halterm Limited: CO appointed, 435; settlement, 545.

Maritime Employers' Association (Shipping Federation of Canada, Inc.): Locals 375, 1846, 1739: CO appointed, 90; CB appointed, 147; CB fully constituted, 251; settlement, 379.

Maritime Employers' Association (Shipping Federation of Canada, Inc.): Local 1605 and Local 1657: CO appointed, 250; CB appointed, 313; CB fully constituted, 436; CB report (Supplement No. 4, 1972) 546.

### LOU'S TRANSPORT CO. LTD.

#### Certification application:

Teamsters: unit of drivers and maintenance employees, Toronto and Woodstock: 544; 640.

### LUFTHANSA GERMAN AIRLINES

#### Certification applications:

Machinists: maintenance employees, Montreal International Airport: 41.

Machinists: mechanics, Montreal International Airport: granted, 198.

## M

### M & P TRANSPORT LTD.

#### Certification application:

Teamsters: Burnaby, B.C., Calgary and Edmonton, and Winnipeg: granted, 375; request for review, 438.

### MCALLISTER TOWING LIMITED

#### Dispute:

Seafarers: CO appointed, 434; settlement, 492.

### MACCAM TRANSPORT LTD.

#### Certification application:

J. Kearns Transport Ltd. Drivers' Association: unit of truck drivers: 42; granted, 145.

### MCCARTHY MILLING COMPANY LIMITED

#### Certification application:

Grain Millers: 253; 311; withdrawn, 311; granted, 437.

### MACCOSHAM VAN LINES (CALGARY) LTD.

#### Dispute:

Teamsters: CO appointed, 197; settlement, 251.

### McFALLS CARTAGE LIMITED

#### Certification application:

Teamsters: unit of drivers, packers and warehousemen: 41; granted, 144.

#### Dispute:

Teamsters: CO appointed, 312; settlement, 378.

### MACHINISTS AND AEROSPACE WORKERS, INTERNATIONAL UNION OF

#### Certification applications:

Crawley & McCracken Company Limited: food handling employees—catering contract with Quebec North Shore & Labrador Railway: 41; granted, 144.

Crawley & McCracken Company Limited: office and clerical employees—catering contract with Quebec North Shore & Labrador Railway: granted, 144.

Lufthansa German Airlines: maintenance employees, Montreal International Airport: 41.

Lufthansa German Airlines: mechanics, Montreal International Airport: granted, 198.

Northern Wings Limited: crewmen and stewards: 490.

Northern Wings Limited: ground service personnel and a unit of pilots: application for revocation, 543.

Wardair Canada Ltd.: baggage handlers: 594; granted, 639.

Wardair Canada Ltd.: mechanical, purchasing and stores, commissary-catering and service department: granted, 40.

#### Disputes:

Aeronaves de Mexico, S.A.: Montreal and Toronto: CO appointed, 146.

Air Canada: Montreal International Airport: settlement, 90.

British Overseas Airways Corporation: CO appointed, 146; settlement, 197.

Consolidated Aviation Fueling of Toronto Ltd.: Toronto International Airport: CB fully constituted, 43; settlement, 91.

Crawley & McCracken Company Limited: CO appointed, 377; settlement, 492.

Nordair Limited: employees of Traffic, Operations and Stores Division: Montreal International Airport: CO appointed, 491; CB appointed, 642.

Quebec North Shore and Labrador Railway Company: hourly rated employees: CO appointed, 377; settlement, 492.



## CERTIFICATION AND CONCILIATION PROCEEDINGS

Quebec North Shore and Labrador Railway Company:  
monthly rated employees: CO appointed, 377; settlement,  
492.

### MACKAY'S TRANSPORT COMPANY LTD.

Certification application:

Teamsters: representation vote, 145; granted, 252.

Dispute:

Teamsters: CO appointed, 434; CB appointed, 546; CB  
fully constituted, 596.

### McMILLAN TRANSPORT LTD.

Dispute:

Teamsters: CO appointed, 312; settlement, 435.

### McNAMARA MARINE

Dispute:

Seafarers: CO appointed, 434; settlement, 545.

### McNEIL TRANSPORT LIMITED

Dispute:

Teamsters: CO appointed, 434.

### MAINTENANCE OF WAY EMPLOYEES, BROTHERHOOD OF

Disputes:

Essex Terminal Railway Company: General Committee  
for Canada: CO appointed, 42; settlement, 43.

Quebec North Shore and Labrador Railway Company: CO  
appointed, 377; settlement, 492.

### MAISLIN TRANSPORT LIMITED

Certification application:

Teamsters: unit of maintenance department stockroom  
employees, Ville LaSalle, Que.: 41; granted, 198.

### MANITOBA POOL ELEVATORS

Dispute:

Brewery Workers (Grain, Flour and Seed Workers): em-  
ployees in Seed Department: CO appointed, 313; settle-  
ment, 435.

### MAPLE LEAF MILLS LIMITED

Disputes:

Food and Allied Workers: settlement, 251.

le Syndicat national de la Meunerie Maple Leaf Limitée  
(CSN): CO appointed, 377; settlement, 491.

### MARINE INDUSTRIES LIMITED

Disputes:

Marine Officers: settlement, 90.

Seafarers: CO appointed, 434.

### MARITIME EMPLOYERS' ASSOCIATION

Disputes:

Longshoremen: Locals 375, 1846 and 1739: CO appointed,  
90; CB appointed, 147; CB fully constituted, 251; settle-  
ment, 379.

Longshoremen: Locals 1605 and 1657: CO appointed, 250;  
CB appointed, 313; CB fully constituted, 436; CB report  
(Supplement No. 4, 1972) 546.

### MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA, AMALGAMATED

Certification application:

N. Corbett Feeds Ltd.: 311; withdrawn, 376.

### MERCHANTS' SPEEDY DELIVERY LTD.

Certification application:

Teamsters: 41; withdrawn, 42; 439.

### MESSABEC LIMITEE

Certification application:

Marine Officers: licensed engineers on "M.V. Quebec":  
490; granted, 542.

Disputes:

Marine Officers: licensed engineers on "M/V Quebec":  
CO appointed, 641.

Seafarers: CO appointed, 435; settlement, 545.

### MESSAGERIE COTIÈRE LTÉE

Certification application:

Seafarers: granted, 88.

Dispute:

Seafarers: CO appointed, 434; settlement, 545.

### MEYERS TRANSPORT LIMITED

Certification application:

Teamsters: rejected, 89.

### MIDLAND SUPERIOR EXPRESS LIMITED

Certification application:

Teamsters: 89; granted, 199.

Dispute:

Teamsters: CO appointed, 377; CB appointed, 493; CB  
fully constituted, 595.

### MILLAR & BROWN LTD.

Certification application:

Teamsters: granted (reasons for judgment, Supplement No.  
1, 1972), 198.

Dispute:

Teamsters: CO appointed, 90; CB appointed, 197; CB  
fully constituted, 251; CB report, 313; settlement, 379.

### MOFFAT BROADCASTING LTD. (STATION CKLG)

Certification application:

Vancouver-New Westminster Newspaper Guild: unit of  
news department employees: 439; withdrawn, 489; 490.

### MONTREAL STEVEDORING CORPORATION

Dispute:

Oil, Chemical and Atomic Workers: CO appointed, 42.

### MOTOR TRANSPORT INDUSTRIAL RELATIONS BUREAU OF ONTARIO (INC.)

Dispute:

Teamsters: settlement, 44.

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### MOTOR TRANSPORT INDUSTRIAL RELATIONS BUREAU OF QUEBEC (INC.)

#### Dispute:

Transport Drivers: CO appointed, 313; CB appointed, 379; CB fully constituted, 436; CB report (Supplement No. 4, 1972) 493; settlement, 546.

### MULTIPLE ACCESS LIMITED

#### Certification application:

Broadcast Employees: employees at Stations CFCF-TV, CFCF, CFQR-FM and CFCX, Montreal: 544; granted, 639.

### MURPHY OIL QUEBEC LIMITED

#### Certification application:

Teamsters: 42; withdrawn, 89.

## N

### NATIONAL ASSOCIATIONS *See* BROADCAST EMPLOYEES AND TECHNICIANS, ASSOCIATION OF

### NATIONAL COUNCIL OF CANADIAN LABOUR

#### Certification applications:

Guenther Tuckey Transports Ltd.: 253; granted, 375.

Kel Truck Service Ltd.: transport workers: 439; reasons for judgment, 543.

#### Intervener, certification application:

Capital City Transport Limited: transport workers: withdrawn, 253.

### NATIONAL HARBOURS BOARD

#### Certification applications:

Public Service Alliance of Canada: certain head office employees, Ottawa, 640.

Public Service Alliance of Canada employees, Halifax, N.S.: 490; granted, 593.

Public Service Alliance of Canada: employees, Saint John, N.B.: 490.

Security Guards: Montreal: 311; granted, 437.

Syndicat national des employés de bureau du Port de Montréal (CNTU): unit of office and other employees, Port of Montréal: request for review, 593.

United Transportation Union: yardmasters, Montreal: 376; granted, 375.

#### Disputes:

Longshoremen: Port of Vancouver: settlement, 44.

National syndicate of employees of the Port of Montreal (CNTU): general forces, grain elevator and cold storage employees: CO appointed, 377; CB appointed, 493; CB fully constituted, 546.

Office Employees: Port of Montreal: CO appointed, 491.

Seafarers: Port of Montreal: CO appointed, 377; CB appointed, 493; CB fully constituted, 596.

Steelworkers: Port Colborne: CO appointed, 251; CB appointed, 379; CB fully constituted, 436; settlement, 546.

### NATIONAL SYNDICATE OF EMPLOYEES OF ALUMINUM OF CANADA LTD. (CNTU)

#### Dispute:

Aluminum of Canada Ltd. (ALCAN): employees of Transport Division, gatemen and patrolmen, and office employees: CO appointed, 197; settlement, 313.

### NATIONAL SYNDICATE OF EMPLOYEES OF OGILVIE FLOUR MILLS COMPANY LIMITED (CNTU)

#### Dispute:

Ogilvie Flour Mills Company Limited: CO appointed, 250; settlement, 545.

### NATIONAL SYNDICATE OF EMPLOYEES OF THE PORT OF MONTREAL (CNTU)

#### Dispute:

National Harbours Board: general forces, grain elevator and cold storage employees: CO appointed, 377; CB appointed, 493; CB fully constituted, 546.

### NATIONAL SYNDICATE OF OFFICE EMPLOYEES OF THE PORT OF MONTREAL (CNTU)

#### Dispute:

National Harbours Board: Port of Montreal: CO appointed, 491.

### NEWFOUNDLAND BROADCASTING CO. LIMITED

#### Certification application:

Broadcast Employees: request for review granted, 253.

### THE NEWSPAPER GUILD

#### Certification application:

Moffat Broadcasting Ltd. (Station CKLG): unit of news department employees: 439; withdrawn, 489; 490.

### 918 CONSTRUCTION LTD.

#### Dispute:

Carpenters: CO appointed, 434; settlement, 492.

### NORDAIR LIMITED

#### Disputes:

Air Line Pilots: CB fully constituted, 44; settlement, 91.

Machinists: employees of Traffic, Operations and Stores Division: Montreal International Airport: CO appointed, 491; CB appointed, 642.

### W. C. NORRIS LIMITED

#### Dispute:

Truck Drivers: CO appointed, 435; settlement, 493.

### NORTH AMERICAN ELEVATORS LTD.

#### Dispute:

Syndicat national des débardeurs de Sorel Inc.: CO appointed, 378; settlement, 492.

### NORTH FRASER HARBOUR COMMISSIONERS

#### Dispute:

Canadian Merchant Service Guild: CO appointed, 491.



# CERTIFICATION AND CONCILIATION PROCEEDINGS

## NORTH QUEEN TRANSPORT LIMITED

Certification application:

Teamsters: 640.

## NORTHERN ALBERTA RAILWAYS COMPANY

Certification application:

Railway, Airline and Steamship Clerks: unit of clerical and telegraph employees, Centralized Agency Service: granted, 40.

## NORTHERN INDUSTRIAL CARRIERS LIMITED

Dispute:

Teamsters: CB report (Supplement No. 7, 1971) 44: settlement, 91.

## NORTHERN QUEBEC TRANSPORT INC.

Dispute:

Truck Drivers: CO appointed, 312; settlement, 378.

## NORTHERN TELEPHONE LIMITED

Certification application:

Communication Workers: 544; 594.

## NORTHERN TRANSPORTATION COMPANY LIMITED

Dispute:

Seafarers: CO appointed, 378; settlement, 435.

## NORTHERN WINGS LIMITED

Certification applications:

Machinists: crewmen and stewards: 490.

Machinists: ground service personnel and pilots: application for revocation, 543.

## NORTHLAND NAVIGATION CO. LTD.

Disputes:

Canadian Merchant Service Guild: CO appointed, 197; settlement, 378.

Seafarers: CO appointed, 197; CB not appointed, 379.

## NORTHLAND SHIPPING (1962) LTD.

Disputes:

Canadian Merchant Service Guild: CO appointed, 197; settlement, 378.

Railway, Transport and General Workers: CO appointed, 250; CB not appointed, 379.

## O

## O.N.C. MOTOR FREIGHT SYSTEM

Dispute:

Teamsters: CO appointed, 146; settlement, 251.

## OFFICE AND PROFESSIONAL EMPLOYEES' INTERNATIONAL UNION

Dispute:

Atomic Energy of Canada Limited: CB appointed, 43; CB fully constituted, 91; settlement, 147.

## OGILVIE FLOUR MILLS COMPANY LIMITED

Disputes:

Canadian Food and Allied Workers: settlement, 146.

National syndicate of employees of Ogilvie Flour Mills (CNTU): CO appointed, 250; settlement, 545.

## OIL, CHEMICAL AND ATOMIC WORKERS' INTERNATIONAL UNION

Certification application:

Westcoast Transmission Company Limited: unit of mechanics, operators and technicians: granted, 144.

Disputes:

Montreal Stevedoring Corporation: CO appointed, 42.

St. Lawrence Stevedoring Company Limited: CO appointed, 42.

Westcoast Transmission Company Limited: unit of mechanics, operators and technicians, Fort Nelson Gas Processing Plant: CO appointed, 378; CB not appointed, 493; settlement, 545.

## ONTARIO NORTHLAND RAILWAY

Certification application:

Locomotive Engineers: locomotive firemen, helpers and hostlers: 640.

## OPERATING ENGINEERS, CANADIAN UNION OF

Certification application:

Central Mortgage and Housing Corporation: employees at Benny Farm Housing Project: request for review, 489; granted, 543.

Dispute:

Canadian Arsenal Limited: Small Arms Division, Long Branch: CO appointed, 250; CB not appointed, 313; settlement, 379.

## OPERATING ENGINEERS, INTERNATIONAL UNION OF

Certification applications:

Dawson Construction Limited: employees, Yukon Territory: 490; granted, 542.

Perma Construction Ltd.: 439; granted, 592.

Disputes:

General Enterprises Ltd.: employees in Yukon Territory: CO appointed, 378; settlement, 492.

Humphrey Construction Ltd.: employees in Yukon Territory: CO appointed, 378; settlement, 492.

G. W. Ledingham Yukon Ltd.: employees in Yukon Territory: CO appointed, 378; settlement, 492.

Perma Construction Ltd.: CO appointed, 641.

Yukon Builders Exchange and Contractors Association: CO appointed, 378; settlement, 492.

## ORILLIA CABLE T.V. LIMITED

Certification application:

Broadcast Employees: technical employees: 439; withdrawn, 489.

## OUTAOUAIS REGIONAL COMMUNITY TRANSIT COMMISSION

Certification applications:

Amalgamated Transit Union: bus operators and garage employees: 376; granted, 438.

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Amalgamated Transit Union: inspectors and instructors: 490; granted, 593.

Association des employés de la Commission de Transport: unit of inspectors and instructors: 490; rejected, 593.

### OUTFITTERS INCORPORATED LIMITED

Dispute:

Steelworkers: CO appointed, 377; settlement, 435.

## P

### PACIFIC ELEVATORS LIMITED

Dispute:

Brewery Workers: CO appointed, 250; CB appointed, 313; CB fully constituted, 379; CB report (Supplement No. 5, 1972) 596.

### PACIFIC PILOTAGE AUTHORITY

Certification applications:

Longshoremen and Warehousemen: 544; representation vote, 640.

Public Service Alliance of Canada: 544; representation vote, 640.

### PACIFIC WESTERN AIRLINES LIMITED

Disputes:

Air Line Employees: Vancouver International Airport: CO appointed, 250; CB appointed, 379; CB fully constituted, 436.

Air Line Flight Attendants: CO appointed, 90; CB appointed, 251; CB fully constituted, 436; settlement, 493.

Air Line Pilots: settlement, 44.

### PAN-AMERICAN WORLD AIRWAYS INCORPORATED

Dispute:

Fuel, Bus, Limousine, Petroleum Drivers and Allied Employees, Local 352; Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351; Cartage and Miscellaneous Employees, Montreal and Vicinity, Local 931; and General Drivers, Warehousemen and Helpers, Local 979; settlement, 146.

### PARKINS CONSTRUCTION LTD.

Dispute:

Carpenters: employees in Yukon Territory: CO appointed, 434; settlement, 492.

### PELEE SHIPPING COMPANY LIMITED

Certification application:

Seafarers: unlicensed personnel on "M.V. Pelee Islander": application for revocation, 489; rejected, 594.

Dispute:

Seafarers: CB fully constituted, 91; CB report, 313.

### PERMA CONSTRUCTION LTD.

Certification application:

Operating Engineers: 439; granted, 592.

Dispute:

Operating Engineers: CO appointed, 641.

### PINE TREE CONSTRUCTION CO. LTD.

Dispute:

Carpenters: employees in Yukon Territory: CO appointed, 434; settlement, 492.

### PLAINS DRESSER LTD.

Certification application:

Carpenters and Joiners: 41; granted, 88.

### PLANT GUARD WORKERS OF AMERICA, INTERNATIONAL UNION, UNITED

Certification application:

CFTO TV Limited, 544.

### POOLE CONSTRUCTION LIMITED

Certification application:

Carpenters and Joiners: granted, 88; request for review denied, 145.

Dispute:

Carpenters and Joiners: CO appointed, 146; CB appointed, 379; CB fully constituted, 436; CB report (Supplement No. 4, 1972) 493.

### THE J. P. PORTER COMPANY LIMITED

Dispute:

Seafarers: CO appointed, 434; settlement, 545.

### PRICE (Nfld.) PULP AND PAPER LIMITED

Certification application:

Pulp and Paper Mill Workers: 253; granted, 375.

### PRILAM SHIPPING CO. LTD.

Dispute:

Seafarers: settlement, 545.

### PROVOST CARTAGE INC.

Dispute:

Association of Employees of Provost Cartage Inc.: settlement, 43.

### PUBLIC EMPLOYEES, CANADIAN UNION OF *See* CANADIAN UNION OF PUBLIC EMPLOYEES

### PUBLIC SERVICE ALLIANCE OF CANADA

Certification applications:

Atlantic Pilotage Authority: employees, Halifax and Sydney, N.S., St. John's, Nfld., and Saint John, N.B.: 490; granted, 542.

Atomic Energy of Canada Limited: Commercial Products Division, South March, Ont.: 439.

Atomic Energy of Canada Limited: technicians, Commercial Products Division, South March, Ont., and Tunney's Pasture, Ottawa, Ont.: 376; withdrawn, 438; rejected, 639.

Central Mortgage and Housing Corporation: unit of print shop employees: 376; granted, 438.



## CERTIFICATION AND CONCILIATION PROCEEDINGS

Defence Construction (1951) Limited: rejected, 41.  
Great Lakes Pilotage Authority: 376; granted, 488.  
Laurentian Pilotage Authority: 439; representation vote, 542; granted, 639.  
National Harbours Board: employees, Halifax, N.S.: 490; granted, 593.  
National Harbours Board: certain head office employees, Ottawa: 640.  
National Harbours Board: employees, Saint John, N.B.: 490.  
Pacific Pilotage Authority: 544; representation vote, 640.  
St. Regis Indian Band Council: 439; granted, 592.

### Disputes:

Royal Canadian Mint: CB fully constituted, 43; CB report (Supplement No. 8, 1971) 91; settlement, 147.  
St. Lawrence Seaway Authority (Engineering Branch): settlement, 43.

### Intervener, certification application:

Laurentian Pilotage Authority: rejected, 639.

### PULP, SULPHITE AND PAPER MILL WORKERS, INTERNATIONAL BROTHERHOOD OF

#### Certification applications:

Consolidated-Bathurst Limited: unit of longshoremen, Chaleur Division: 490; representation vote, 593.  
Price (Nfld.) Pulp and Paper Limited: 253; granted, 375.

## Q

### QUEBEC NORTH SHORE AND LABRADOR RAILWAY COMPANY

#### Disputes:

Locomotive Engineers: CO appointed, 377; settlement, 491.  
Machinists: hourly rated employees: CO appointed, 377; settlement, 492.  
Machinists: monthly rated employees: CO appointed, 377; settlement, 492.  
Maintenance of Way Employees: CO appointed, 377; settlement, 492.  
Railroad Signalmen: CO appointed, 377; settlement, 492.  
United Transportation Union: CO appointed, 377; settlement, 491.

## R

### RADIO AND TELEVISION EMPLOYEES OF CANADA, ASSOCIATION OF

#### Certification application:

Canadian Broadcasting Corporation: request for review, 543; granted, 593.

### RADIO AND TELEVISION WORKERS' UNION, UNITED

#### Dispute:

CKAC Limited: CO appointed, 641.

### RADIO CAPE BRETON LTD.

#### Certification application:

Broadcast Employees: 199; rejected, 310.

#### Intervener, certification application:

Theatrical Stage Employees: rejected, 310.

### RADIO DRUMMOND LTÉE

#### Dispute:

Syndicat général des communications (Section CHRDL): CO appointed, 42; settlement, 146.

### RADIO-ETCHEMIN INC. (CFLS)

#### Dispute:

Le syndicat des employés de Radio-Étchemin (CFLS) CSN: settlement, 43.

### RADIO FUTURA LTÉE (CKVL)

#### Dispute:

Le syndicat général de la radio (CSN) CKVL: CO appointed, 642.

### RADIO LAVAL INC.

#### Dispute:

Le Syndicat général des communications (Section CKLM): CO appointed, 312; settlement, 435.

### RADIO SAGUENAY LIMITÉE

#### Certification application:

Syndicat des employés et techniciens de radio et T.V. Saguenay Lac Saint-Jean Inc.: 89; representation vote, 375; granted, 437.

#### Dispute:

Le Syndicat des employés et techniciens en radio et T.V. Saguenay Lac Saint-Jean (CSN): CP appointed, 641.

#### Intervener, certification application:

Broadcast Employees: representation vote, 375; granted, 437.

### RAILROAD SIGNALMEN, BROTHERHOOD OF

#### Dispute:

Quebec North Shore and Labrador Railway Company: CO appointed, 377; settlement, 492.

### RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES, BROTHERHOOD OF

#### Certification applications:

Canadian Pacific Air Lines, Limited: unit of flight crew clerks and flight pairing clerks: granted, 144.

Northern Alberta Railways Company: unit of clerical and telegraph employees, Centralized Agency Service: granted, 40.

#### Dispute:

Canada Steamship Lines Limited: CO appointed, 434; CB appointed, 493; CB fully constituted, 546; CB report (Supplement No. 5, 1972) 596; strike action, 642.

#### Intervener, certification application:

Canada Steamship Lines Limited: rejected, 252.

### RAILWAY, TRANSPORT AND GENERAL WORKERS, CANADIAN BROTHERHOOD OF

#### Certification applications:

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- Air Terminal Transport Ltd.: 640.
- Aluminum Company of Canada Ltd.: unlicensed personnel—M/V Canadian II, Kitimat, B.C.: rejected, 88.
- Atlantique Cruise Lines Ltd.: unlicensed personnel on "M.V. St. Ninian": 490.
- Canadian National Railways: licensed officers, Sarnia—Port Huron car ferry service: granted, 40.
- Canadian National Railways: unlicensed employees, Sarnia—Port Huron car ferry service: granted, 40.
- P. Dickson Trucking Limited: 41; granted, 145.
- Karlsen Shipping Co. Ltd.: unlicensed personnel on "Brandal" and "Minna": 594.
- Transport d'Anjou Inc.: 490.
- Voyageur Colonial Limited: request for review, 489; granted, 543.
- Voyageur (1969) Inc.: cashiers and ticket sellers or agents, Abitibi division: withdrawn, 42.
- Voyageur (1969) Inc.: drivers, Abitibi region: 376; representation vote, 438; rejected, 489.
- Disputes:**
- AirWest Airlines Limited: CO appointed, 90; settlement, 146.
- Canadian National Hotels: Bessborough Hotel, Saskatoon, Sask.: CB fully constituted, 91; CB report (Supplement No. 2, 1972) 251; settlement, 313.
- Canadian National Hotels Limited: Chateau Laurier Hotel, Ottawa: CO appointed, 434; CB appointed, 493; CB fully constituted, 546.
- Canadian National Hotels Limited: Fort Garry Hotel, Winnipeg: CB fully constituted, 147; CB report, 313; settlement, 436.
- Canadian National Newfoundland Steamship Service: CO appointed, 378; settlement, 545.
- Canadian National Railway Company: Yarmouth—Bar Harbour Ferry Service: CO appointed, 378; settlement, 545.
- Canadian Pacific Railway Company: S.S. "Princess of Acadia," Bay of Fundy Service: CO appointed, 377; settlement, 435.
- Canadian Pacific Railway Company (British Columbia Lake and River Service): CB report (Supplement No. 7, 1971), 44.
- Cape Breton Development Corporation (Coal Division): clerical employees: CO appointed, 146; CB appointed, 197; CB fully constituted, 251.
- Cape Breton Development Corporation (Coal Division): technical employees: CO appointed, 146; CB appointed, 197; CB fully constituted, 251; CB report (Supplement No. 3, 1972) 436; settlement, 436.
- Conrad Brothers Limited: CO appointed, 491; settlement, 545.
- Maurice Guillemette Inc.: settlement, 43.
- Hendrie and Company Limited: CO appointed, 197; CB not appointed, 313; settlement, 379.
- Northland Shipping (1962) Co. Ltd.: CO appointed, 250; CB not appointed, 379.
- Trailways of Canada Limited: CB fully constituted, 147; settlement, 147.
- H.M. Trimble & Sons Ltd.: settlement, 43.
- Voyageur (1969) Inc.: Abitibi Division: dispute lapsed, 642.
- Intervener, certification applications:
- Smit & Cory International Port Towage Limited: unlicensed personnel on tugs operating in and out of East coast ports in Canada: granted, 437.
- Voyageur (1969) Inc.: granted, 488; rejected, 489.
- LES REICHELT TRUCKING LTD.**
- Certification application:
- Teamsters: 594.
- REID'S MOVING AND STORAGE CO. LTD.**
- Dispute:
- Teamsters: CO appointed, 146; settlement, 251.
- RICHELIEU DREDGING CORPORATION INC.**
- Dispute:
- Seafarers: settlement, 545.
- RICKWOOD, ROBERT L. (ET AL.)**
- Certification application:
- Seafarers: unlicensed personnel on "M.V. Pelee Islander": application for revocation, 489; rejected, 594.
- ROBERVAL EXPRESS LTD.**
- Certification applications:
- Syndicat du Transport Routier: representation vote, 640.
- Teamsters: unit of employees, Metropolitan Toronto operations: 42; granted, 198.
- Teamsters: unit of employees in Province of Quebec: 489; representation vote, 640.
- ROBIN HOOD MULTIFOODS LIMITED**
- Disputes:
- Food and Allied Workers: office employees: CO appointed, 312; settlement, 435.
- Food and Allied Workers: plant employees: CO appointed, 251; settlement, 435.
- le Syndicat national des employés de Robin Hood Multifoods Ltd. (CSN): CO appointed, 377; settlement, 491.
- ROBERT ROY (ET AL.)**
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- ROYAL CANADIAN MINT**
- Dispute:
- Public Service Alliance of Canada: CB fully constituted, 43; CB report (Supplement No. 8, 1971) 91; settlement, 147.

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### ST. JOHN'S IBERVILLE TRANSPORT

#### Dispute:

Transport Drivers: CO appointed, 312; CB appointed, 435; CB fully constituted, 493; CB report (Supplement No. 4, 1972) 546; settlement, 596.



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### ST. LAWRENCE STEVEDORING COMPANY LIMITED

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#### Dispute:

Canadian Marconi Company: settlement, 90.

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#### Dispute:

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Co-operative de Transport Maritime et Aérien: unit of unlicensed personnel: 544.

Harvie Forrest Industries Ltd.: unlicensed personnel on towboats: 311; withdrawn, 376.

Karlsen Shipping Co. Ltd.: unlicensed personnel on "Martin Karlsen": 439.

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Canadian Dredge and Dock Co. Limited: CO appointed 434.

Canadian Pacific Railway Company (British Columbia Coast Steamship Service): CO appointed, 378; settlement, 545.

Canadian Pacific Railway Company: S.S. "Princess of Acadia": CO appointed, 250; CB appointed, 379; CB fully constituted, 493; CB report (Supplement No. 4, 1972) 546; settlement, 642.

T. C. Gorman: settlement, 545.

Kent Line Limited: CO appointed, 491; CB appointed, 545; CB fully constituted, 595.

McAllister Towing Limited: CO appointed, 434; settlement, 492.

McNamara Marine: CO appointed, 434.

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Messabec Limitée: CO appointed, 435; settlement, 545.

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National Harbours Board: Montreal: CO appointed, 377; CB appointed, 493; CB fully constituted, 596.

Northern Transportation Company Limited: CO appointed, 378; settlement, 435.

Northland Navigation Co. Ltd.: CO appointed, 197; CB not appointed, 379.

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#### Dispute:

Canadian Broadcasting Corporation: Locals 183, Ottawa, and 204, Toronto: settlement, 147.

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le syndicat général du cinéma et de la télévision (CNTU): CO appointed, 312; settlement, 378.

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**SHORTY'S TRANSPORT LIMITED**

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Seafarers: personnel on tugs "Anglegarth", "Dalegarth", and "Thorngarth": granted, 144.

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Teamsters: Locals 31, 181, 362, 979: CO appointed, 146; settlement, 251.

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Eldorado Nuclear Limited: Mining and Exploration Division: strike terminated, 91.

Inspiration Drilling: Division of Dresser Industries Canada, Ltd.: CO appointed, 434; settlement, 435.

Logistec Corporation: CO appointed, 641.

National Harbours Board: Port Colborne: CO appointed, 251; CB appointed, 379; CB fully constituted, 436; settlement, 546.

Outfitters Incorporated Limited: CO appointed, 377; settlement, 435.

Terminus Maritime Inc.: CO appointed, 641.

United Keno Hill Mines Limited: CO appointed, 312; settlement, 435.

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**SYNDICAT DES EMPLOYÉS DE L'ADMINISTRATION DE PILOTAGE DES LAURENTIDES (CSN)**

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Aluminium du Canada Ltée: gatemen and patrolmen, transport division: granted, 88.

Aluminium du Canada Ltée: longshoremen, maintenance and other employees, transport division: granted, 88.

**SYNDICAT DES EMPLOYÉS DE L'AVIATION RÉGIONAL (CSN)**

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Gagnon Air Services Ltée: application for revocation, 89; application for revocation rejected, 199.

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#### Certification application:

CJTR Radio Trois-Rivières Limitée: 199; application for revocation, 438; granted, 489.

### SYNDICAT DU TRANSPORT ROUTIER

#### Certification application:

Roberval Express Limitée: unit of employees, Province of Québec: representation vote, 640.

### SYNDICAT GÉNÉRAL DE LA RADIO (CSN) CKVL

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Radio Futura Ltée (CKVL): CO appointed, 642.

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#### Dispute:

Radio Drummond Ltée: CO appointed, 42; settlement, 146.

### SYNDICAT GÉNÉRAL DES COMMUNICATIONS (SECTION CKLM)

#### Dispute:

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### SYNDICAT GÉNÉRAL DU CINÉMA ET DE LA TÉLÉVISION (CNTU)

#### Dispute:

Les Services Ménagers Roy Ltée: CO appointed, 312; settlement, 378.

### LE SYNDICAT NATIONAL DE LA MEUNERIE MAPLE LEAF LIMITÉE (CSN)

#### Dispute:

Maple Leaf Mills Limited: CO appointed, 377; settlement, 491.

### SYNDICAT NATIONAL DES DÉBARDEURS DE SOREL INC.

#### Dispute:

North American Elevators Ltd.: CO appointed, 378; settlement, 492.

### SYNDICAT NATIONAL DES EMPLOYÉS DE L'ALIMENTATION EN GROS DE QUÉBEC INC.

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G. Gagné Transport Ltée: granted, 144.

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G. Gagné Transport Ltée: CO appointed, 312; settlement, 378.

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### SYNDICAT NATIONAL DES EMPLOYÉS DE BUREAU DU PORT DE MONTRÉAL (CNTU)

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### SYNDICAT NATIONAL DES EMPLOYÉS DE ROBIN HOOD MULTIFOODS LTD. (CSN)

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### SYNDICAT NATIONAL DES EMPLOYÉS DES MINOTERIES PHENIX (CSN)

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Les Farines Phenix Ltée: CO appointed, 377; settlement, 491.

### SYNDICAT GÉNÉRAL DU CINÉMA ET DE LA TÉLÉVISION (CNTU)

#### Dispute:

Les Services Ménagers Roy Ltée: CO appointed, 312.

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#### Certification applications:

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A & F Baillargeon Express Ontario Inc.: Downsview, Ont.: Local 419; 311; granted, 437.

Alltrans Express Ltd.: granted, 198.

Armstrong Van & Storage Limited: 253; granted 310.

Atomic Energy of Canada Limited: unit of security guards, Chalk River Nuclear Laboratories: granted, 40.

B-Line Express Ltd. (formerly Little Chief B-Line Express Ltd.): dock workers and drivers, Burnaby, Calgary, Edmonton and Lethbridge: granted, 309.

Borisko Brothers (Quebec) Limited: granted, 144.

British Yukon Railway Company: unit of engineers, conductors and brakemen: request for review, 640.

Builders Supplyland: Division of Stratford Motel (Yukon Ltd.): request for review, 640.

M. J. Campbell Limited: employees, Toronto, Brampton and Barrie: 439; withdrawn, 543.

M. J. Campbell Limited: unit of employees working in or out of Metropolitan Toronto, Brampton and Barrie: 490; granted, 639.

Canadian Freightways Limited: granted (Reasons for Judgment, Supplement No. 1, 1972) 198.

Capital City Transport Limited: 199; withdrawn, 253.

Continental Express Lines Ltd. (formerly M & P Transport Ltd.): unit of drivers, dockmen and helpers: request for review, 438; 593.

D.C.B. Industries Ltée: 439; granted, 639.

Dallas and Mavis Forwarding Co. (Canada) Ltd.: 544; granted, 639.

Davinder Freightways Ltd.: 199; granted, 310.

Dawson Construction Limited: 594; granted, 639.

Doman-Marpole Transport Limited: rejected, 40.

Don's Backhoe Service: unit of truck and equipment operators: 594.

Dubuc Tank Lines Limited: 199; granted, 310.

Ed's Construction Yukon Limited: 594.

Edmonton Transfer Ltd.: 253; withdrawn, 311.

General Enterprises Limited: request for review, 640.

Herschel Construction Company Limited: 594; withdrawn, 640.

Hill Security Ltd.: granted, 375.

Humphrey Construction Ltd.: unit of employees, Yukon Territory: request for review, 640.

Imperial Roadways Limited: unit of yard maintenance employees and city drivers, Winnipeg: granted, 40.

Johnston Terminals Ltd.: rejected (Reasons for Judgment, Supplement No. 4, 1972) 438.

Kenwood's Moving and Storage Limited: 544.

Kingsway Freightlines: Burnaby, Edmonton, Calgary, Medicine Hat, Lethbridge: granted, 144.

Kraus Transport Limited: 253; representation vote, 375; granted, 488.

Lapointe Transport Limitée: 89; representation vote, 199; rejected, 375.

Larivière Transport Limitée: 253; granted, 437.

Loiselle Transport Limited: (Reasons for Judgment, Supplement No. 2, 1972): 252; granted, 488; request for review, 489.

Lou's Transport Co. Ltd.: unit of employees, Rexdale, Ont.: 640.

Lou's Transport Co. Ltd.: unit of employees, Toronto and Woodstock, Ont., and Hull, Que.: 544.

M & P Transport Ltd.: Burnaby, B.C., Calgary and Edmonton, and Winnipeg: granted, 375; request for review, 438.

McFalls Cartage Limited: unit of drivers, packers and warehousemen: 41; granted, 144.

McKay's Transport Company Ltd.: representation vote, 145; granted, 252.

Maislin Transport Limited: unit of maintenance department stockroom employees, Ville LaSalle, Que.: 41; granted, 198.

Merchants' Speedy Delivery Ltd.: 41; withdrawn, 42; 439; withdrawn, 439.

Meyers Transport Limited: rejected, 89.

Midland Superior Express Limited: 89; granted, 199.

Millar & Brown: granted (Reasons for Judgment, Supplement No. 1, 1972) 198.

Murphy Oil Quebec Limited: 42; withdrawn, 89.

North Queen Transport Limited: 640.

Roberval Express Ltd.: unit of employees, Metropolitan Toronto operations: 42; granted, 198.

Roberval Express Ltée: unit of employees, Province of Quebec: 489; representation vote, 640.

Les Reichelt Trucking Ltd.: 594.

Seaboard Express Lines Limited: granted, 88.

Shorty's Transport Ltd.: (Reasons for Judgment, Supplement No. 3, 1972) 309; granted, 488.

Art Smith Construction Limited: unit of trucking employees, Yukon Territory: 594.

Sokil Express Lines Ltd.: 253; withdrawn, 311.

Van Marnel Construction Company Limited: unit of truck drivers: 594; withdrawn, 640.

Voyageur (1969) Inc.: request for review under Sec. 163(2), 41; (Reasons for Judgment, Supplement No. 8, 1971) 145 376; representation vote, 438; granted, 488.

Weir Movers (1959) Ltd.: unit of employees working in or out of Metropolitan Toronto: 490; withdrawn, 543.

Western Crating & Moving Limited: unit of drivers and helpers: 41; lapsed, 376.

Yukon Enterprises Limited: request for review, 640.

Yukon Freight Lines Ltd.: 199; granted, 310.

#### Disputes:

Active Cartage Limited: CO appointed, 378; settlement, 435.

Arrow Transfer Company Limited: CO appointed, 146; settlement, 251.

B-Line Express Ltd. (formerly Little Chief B-Line Express Ltd.): CO appointed, 435; settlement, 492.

Bekins Moving and Storage Company Limited: CO appointed, 146; settlement, 251.

Canadian Freightways Limited: CO appointed, 90; CB appointed, 197; CB fully constituted, 251; CB report, 313; settlement, 379.

Canadian Transit Company: CO appointed, 43; CB appointed, 251; CB fully constituted, 379; CB report (Supplement No. 4, 1972) 546; strike action, 596.

Chapman Transport Limited: CO appointed, 312; settlement, 378; CB not appointed, 379.

Commercial Truck Company Limited: CO appointed, 146; settlement, 251.

Gill Alltrans Express Ltd.: CO appointed, 146; settlement, 251.

Grimshaw Trucking and Distributing Ltd.: CO appointed, 312.

Hill Security Ltd.: CO appointed, 146; settlement, 251.

Kent Driver Services Limited: CO appointed, 146; strike action, 313.

Kordyban Transport Ltd.: CO appointed, 491; CB not appointed, 596.

Loiselle Transport Ltd.: CO appointed, 90; CB appointed, 197; CB fully constituted, 251; CB report, 313; settlement, 379.



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MacCosham Van Lines (Calgary) Ltd.: CO appointed, 197; settlement, 251.

McFalls Cartage Limited: CO appointed, 312; settlement, 378.

McKays Transport Company Limited: CO appointed, 434; CB appointed, 546; CB fully constituted, 596.

McMillan Transport Ltd.: CO appointed, 312; settlement, 435.

McNeil Transport Limited: CO appointed, 434.

Midland Superior Express Limited: CO appointed, 377; CB appointed, 493; CB fully constituted, 595.

Millar & Brown Ltd.: CO appointed, 90; CB appointed, 197; CB fully constituted, 251; CB report, 313; settlement, 379.

Motor Transport Industrial Relations Bureau of Ontario (Inc.): settlement, 44.

Northern Industrial Carriers Limited: CB report (Supplement No. 7, 1971) 44; settlement, 91.

O.N.C. Motor Freight System: CO appointed, 146; settlement, 251.

Reid's Moving and Storage Co. Ltd.: CO appointed, 146; settlement, 251.

Scandia Trucking Ltd.: CB not appointed, 91.

Seaboard Express Lines Limited: CO appointed, 312.

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Soo-Security Motorways Ltd.: Locals 979, 990, 395, 362: CO appointed, 146; CB appointed, 313; CB fully constituted, 379; settlement, 546.

Speedy Storage and Cartage Limited: CO appointed, 312; settlement, 435.

Superior Cartage (Lakehead) Limited: CO appointed, 545; settlement, 642.

Tank Truck Transport Limited: CO appointed, 595.

T.I.M.E.—D.C. Inc.: CO appointed, 146; settlement, 251.

Van-Kam Freightways Ltd.: CO appointed, 146; settlement, 251.

Vanstor Transport Co. Ltd.: warehousemen and miscellaneous drivers: CO appointed, 43; CB not appointed, 147.

Western Cartage & Storage (1962) Limited: CO appointed, 197; settlement, 251.

Yukon Builders' Exchange and Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd.; Dawson Construction Ltd.; 981 Construction Ltd.; and Liard Construction Ltd.): settlement, 43.

Yukon Freight Lines Limited: CO appointed, 545; settlement, 642.

Intervener, certification applications:

Kel Truck Service Ltd.: Reasons for Judgment, 543.

Robert Roy (et al.): rejected, 375.

Voyageur (1969) Inc.: (Reasons for Judgment, Supplement No. 8, 1971), 145.

TÉLÉCABLE DE QUÉBEC INC.

Certification application:

Canadian Union of Public Employees: 89; granted, 310.

Disputes:

Public Employees: unit of operating employees: CO appointed, 595.

Public Employees: unit of salesmen: CO appointed, 595.

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Broadcast Employees: settlement, 147.

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TERMINUS MARITIME INC.

Certification application:

Longshoremen: unit of dockworkers, Port of Montreal: 42; granted, 145.

Dispute:

Steelworkers: CO appointed, 641.

TERRITORIAL TRANSPORT (1968) LIMITED

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TERRITORIAL TRANSPORT (1968) LIMITED DRIVERS' ASSOCIATION

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CFTO-TV Limited: production technicians: rejected, 253; (Reasons for Judgment, Supplement No. 3, 1972) 438.

Radio Cape Breton Ltd.: rejected, 310.

T.I.M.E.—D.C. INC.

Dispute:

Teamsters: CO appointed, 146; settlement, 251.

TRAFFIC EMPLOYEES' ASSOCIATION

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Bell Canada: CB report (Supplement No. 8, 1971) 91.

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Larivière Transport Limited: CO appointed, 545; settlement, 595.

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### UNITED TRANSPORTATION UNION

#### Certification application:

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#### Dispute:

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### WESTERN CARTAGE & STORAGE (1962) LIMITED

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Teamsters: CO appointed, 197; settlement, 251.

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